

## **Business Policy**

TO: All Members of the University Community 2016:04  
DATE: September 2015

### **Campus Violence and Weapons Prohibition**

(Supersedes 2010:01; 2012:04)

#### **I. Purpose**

Ferris State University strives to provide a safe work and educational environment. No person, within the University environment, on property owned, leased or otherwise under the control of the University or otherwise in the course of University business, will be allowed to possess weapons or explosives, except as provided in this policy, or to harass or assault any other person by threatening or exhibiting violent behavior. Violators of this policy will be subject to discipline by the University, up to and including termination of employment or dismissal from the University.

#### **II. Prohibited Conduct**

The following rules, while not all inclusive, are examples of prohibited behavior for all employees, students and any others who are on property owned, leased or otherwise under the control of the University, or who are in the course of University business.

1. Causing or threatening physical injury to another.
2. Aggressive or hostile behavior that creates either a reasonable fear of injury to another person or unreasonably subjects another to emotional distress.
3. Intentionally damaging University property or the property of another.
4. Possession of a weapon, except as provided by this policy, regardless of whether a person has a concealed weapon permit or is otherwise authorized to possess, discharge or use such a weapon.
5. Possession of explosives as defined by state law, or possession of any material or device designed to explode.
6. Possession of chemicals or other dangerous substances or compounds, with intent of causing injury to a person or property.
7. Hunting on any properties owned, leased, or otherwise controlled by the University.

### **III. Reporting Procedures**

All members of the campus community are encouraged to report, and all employees of the University are required to report to the Department of Public Safety or the Human Resources Department, any violence, threats of violence or weapon violations that they have witnessed or received, or any potentially dangerous situation. All reports of incidents will be investigated. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis.

Any person who has obtained a Personal Protection Order or Restraining Order, which identifies any place located on property owned, leased, or otherwise controlled by the University, as a protected area, is required to provide a copy of the Order to the Department of Public Safety.

### **IV. Definitions and Exceptions**

Weapons, for the purposes of this policy, are defined as: (1) a loaded or unloaded firearm, whether operable or inoperable, (2) a knife, stabbing instrument, brass knuckles, blackjack, club, or other object specifically designed or customarily carried or possessed for use as a weapon, (3) an object that is likely to cause death or bodily injury when used as a weapon and that is used as a weapon or carried or possessed for use as a weapon, or (4) an object or device that is used or fashioned in a manner to lead a person to believe the object or device is a firearm or an object which is likely to cause death or bodily injury, (5) pneumatic devices, including any device that is designed to expel a projectile by the use of air, gas, or spring, to include BB guns, paintball guns, and Airsoft guns.

For purposes of this policy, a firearm is defined as any weapon which will, is designed to, or may readily be converted to expel a projectile by action of an explosive.

Limited exceptions to policy prohibitions regarding weapons exist and situations where weapons may be possessed on property owned, leased or otherwise under the control of the University or otherwise in the course of University business are defined below:

1. A peace officer who is a member of the University's Department of Public Safety, whom the University regularly employs, and who has been authorized by the Director of the Department of Public Safety to carry weapons as outlined by the Department of Public Safety policy, may carry a weapon as so outlined.
2. A qualified active duty law enforcement officer or other government agent authorized to carry a weapon during the course of his or her employment, may carry a weapon as so authorized.
3. A qualified retired law enforcement officer, as defined in Michigan law and/or federal code to possess a concealed handgun and is currently permitted to do so.

4. An employee may use or possess a weapon, as authorized by the University, to possess or use such a weapon during the time when the employee is engaged in work for the University requiring such a weapon.
5. Preauthorized users of the University shooting range may use and possess a weapon only as preauthorized, and only as necessary to get to and from the range.
6. Upon obtaining prior approval of the Director of Public Safety, an individual may possess a weapon when the device is worn as part of a military or fraternal uniform in connection with a public ceremony, parade or theatrical performance.
7. Residence Hall and University apartment residents may register and store hunting weapons at the Department of Public Safety, and may possess such weapons on property owned or controlled by the University just long enough to deliver and retrieve the weapons from the Department of Public Safety by the most direct route. The weapons are to be brought to the Public Safety building, unloaded and securely enclosed in a gun or bow case.
8. The Director of Public Safety may waive the prohibitions based on extraordinary circumstances, and an individual may possess a weapon only within the scope and duration of the waiver. Any such waiver must be in writing, signed by the Director, and must define its scope and duration. With input from the Director of Housing and the Dean of Students, the Director of Public Safety is also authorized to make reasonable rules to effectively implement the Storage of Weapons policy for residence halls and apartments contained herein.

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