



Frequently Asked Questions: Violence Policy – Weapons

- 1. Is an employee who legally possess a valid concealed carry permit required to notify their supervisor, Department Director, or Elected Official that they have a permit?**

No.

- 2. Can an employee bring a concealed firearm to the office?**

Concealed weapons are not allowed in the following locations and adjacent parking areas: Arapahoe County Administrative Building and CentrePoint Plaza, any place the Board of County Commissioners are conducting a public meeting, the Clerk and Recorder's Offices and the Election Warehouse, the Arapahoe County Sheriff's Administration/Coroner's Facility and other Sheriff's Office locations, any Arapahoe County Courthouse or Probation Department locations, and the Judicial Services location at Lima Plaza due to having a metal detector. Furthermore, the carrying of a firearm, whether open or concealed, (1) within any building in which a polling location is located, or within 100 feet of any building in which a polling location or drop box is located on the day of an election or during the time when voting is permitted for any election, or (2) within or within 100 feet of the Arapahoe County Warehouse and Elections Facility during any ongoing election administration activity related to an active election is prohibited.

Employees may bring a concealed firearm to work locations other than the above if the employee has a valid concealed carry permit and the firearm is carried in accordance with the law, i.e., concealed or in a locked secure location. The employee does not need approval from a supervisor, Department Director, or Elected Official.

- 3. Can employees bring a concealed firearm to a meeting (e.g., staff meetings, disciplinary meetings, performance coaching and evaluation meetings, training, interviews) at a County Building?**

Yes, unless the meeting location is included in #2 above.

Employees may bring a concealed firearm to a meeting at a location other than above if the employee has a valid concealed carry permit and the firearm is carried in accordance with the law, i.e. concealed or in a locked secure location. The employee does not need approval from a supervisor, Department Director, or Elected Official.

- 4. Can an employee who legally possesses a concealed firearm be excluded from the office on the grounds that their presence and concealed weapon constitutes a disruption?**

No, unless the location is included in #2 above. The mere act of carrying a firearm (with a concealed carry permit as authorized by law) is not in and of itself a disruption in the office. Concealed carry permit holders should not be excluded from the office under any supposition that their presence alone is a "disruption." Another person's adverse reaction to someone carrying a firearm in accordance with the concealed carry law is not grounds to eject the permit-holder from the office.

5. Can an employee bring a concealed firearm into a County-owned vehicle or personally-owned vehicle during work time?

Yes, if the employee has a valid concealed carry permit and the firearm is carried in accordance with the law, i.e., concealed or in a locked secure location. The employee does not need approval from a supervisor, Department Director, or Elected Official.

6. Can employees who legally possesses a concealed firearm carry the firearm into other public entities' facilities or locations?

Employees are required to follow the policies and regulations of any public facility or location that they visit/enter and must act in accordance with state law.

7. Can employees who legally possesses a concealed firearm carry the firearm into other private facilities or locations?

Employees are required to follow the policies and regulations of any private facility or location that they visit/enter. For example, a private property owner, private tenant, private employer, and private entity are authorized to prohibit a person who legally possesses a concealed firearm from carrying a concealed firearm into their facility or location.

8. Can a supervisor request a list of employees who have received a concealed carry permit?

No. This information is not a matter of public record.

9. Who has the authority to ask an employee who is carrying a concealed firearm if they have the appropriate permit?

Anyone is permitted to ask, however, the individual asked is not required to reply unless asked by a law enforcement officer. A supervisor cannot discipline an employee for refusing to tell the supervisor whether the employee has a concealed weapons permit.

10. What weapons are covered under the concealed carry permit?

Only handguns are covered by the statute. A handgun is a pistol, revolver, or other firearm that the length of the barrel of which, not including any revolving, detachable, or magazine breech, does not exceed twelve inches. Other weapons – rifles, semi-automatic weapons, knives with a blade greater than 3 ½ inches, and other edged weapons – are still not permitted in County buildings.

11. What concealed carry guidelines are permit holders required to follow, to sufficiently conceal a weapon in the workplace?

The law does not define exactly what concealed means, but permit holders must make a reasonable attempt to keep the concealed firearm from view.

12. What responsibility does a concealed carry permit holder have to keep their firearm absolutely concealed? Are they violating the terms of their permit if someone gets a glimpse of their firearm?

A person with a concealed carry permit must take reasonable measures to conceal the firearm. For example, if a person's coat opens in the act of raising their arm or reaching for something and a firearm can be seen, it is not a violation. A violation would be a person taking a firearm out of concealment or otherwise displaying/brandishing it.

13. Can an employee who legally possesses a concealed firearm be disciplined in relation to the carrying of the firearm?

Yes, if the employee 1) brings a firearm into a prohibited location (see #2 above), 2) fails to reasonably attempt to keep the concealed firearm from view or fails to maintain the firearm in a locked secure location, 3) brandishes the firearm, or 4) otherwise fails to carry the firearm in accordance with the law. Such action by the employee may result in disciplinary action against the employee, up to and including termination, and/or reporting to law enforcement.

14. What does it mean to "brandish" a weapon? If someone is brandishing a weapon, what actions should be taken?

"Brandishing" is displaying a weapon in a threatening manner. If you see anyone brandishing a weapon, call the police at "911" immediately and take precautions to protect yourself (i.e., evacuate the area or retreat behind a locked door, depending on the circumstances).

15. Are there certain County buildings where an employee would be prohibited from carrying a concealed weapon?

Yes, if the location is included in #2 above. Furthermore, employees with a concealed carry permit are not authorized to carry a concealed weapon into a public building where security personnel and electronic weapons screening devices are permanently in place. Employees should not circumvent electronic weapons screening devices by entering through side doors.

16. If I see someone carrying a weapon in a County building, should I contact security or call the police?

Yes. In County buildings with law enforcement or security on site, contact the person on duty to respond and make contact with the individual to determine if that person has a concealed carry permit and is carrying a weapon legitimately or brandishing it illegally.

If at a location without security on site, the safest course of action is to call law enforcement by dialing "911." They will respond and make contact with the individual to determine if that person has a concealed carry permit and is carrying a weapon legitimately or brandishing it illegally. All concealed carry permit holders are required to carry their permits and personal identification on their person if they are also carrying their weapon.

17. What is meant by locked in a secure location?

Locked in a secure location means 1) a gun case, lock box, or other device that is designed to be or can be used to store a firearm and that is designed to be unlocked only by means of a key, a combination, or other similar means, and where such device is out of sight and accessible solely by the employee; or 2) in a locked file cabinet or similar device accessible solely by the employee where the weapon has a safety device that, when installed on a firearm, is designed to prevent the firearm from being operated without first deactivating the device.

For example, locked in a secure location **does not** mean 1) in a locked file cabinet or similar device that is accessible by other employees, or 2) in a locked glove box of a County-owned vehicle.