



C O N C O R D I A U N I V E R S I T Y
N E B R A S K A

Weapon-Free Workplace

To ensure that Concordia maintains a workplace safe and free of violence for all employees, students and visitors, Concordia prohibits the possession or use of Dangerous Weapons on University Property or while performing University business. A license or permit to carry or possess any weapon does not supersede Concordia policy.

"Concordia Property" is defined to include all University/Foundation-owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways, green spaces and parking lots under the Concordia's ownership or control. It also includes all Concordia-owned or leased vehicles and all vehicles that come onto Concordia Property.

"Dangerous Weapons" includes, but is not limited to, firearms, explosives, knives (except knife-like tools necessary for work), swords and other weapons or objects that might be considered dangerous by the Concordia that are capable of being used to inflict severe bodily injury upon another. Employees are responsible for making sure that any item possessed by the employee is not a "Dangerous Weapon."

Any employee who violates this policy is subject to disciplinary action, up to and including termination. Any visitor who violates this policy will be denied access to the Concordia Property.