



Policy and Procedures Manual

Application: All Personnel

Section A6.4 and A6.5 Violence and Weapons

A 6.4 VIOLENCE IN THE WORKPLACE

ECU strongly believes that all employees should be treated with dignity and respect. Acts of violence will not be tolerated. All instances of violence must be reported to the employee's supervisor and/or the Employment Services Office. All complaints will be fully investigated.

ECU will promptly respond to any incident or suggestion of violence. Violation of this policy will result in disciplinary action, up to and including immediate discharge.

A 6.5 WEAPON POLICY

The safety of the students, faculty, staff, and visitors of East Central University is of the highest priority. In compliance with 21 O.S. §1272, **no person, other than an authorized Peace Officer, may have in his/her possession a weapon of any kind while on the campus or while participating in any activity on behalf of East Central University.** University property includes all vehicles, buildings, offices, grounds, or other premises either owned, leased, or controlled by East Central University or its affiliates. Activities of East Central University include, but are not limited to, normal daily business and attendance at any authorized University-sponsored function.

This policy applies to all University faculty, staff, students, and visitors, whether or not an individual has been issued a license to possess a firearm under the provisions of the *Oklahoma Self-Defense Act*, or other similar state or federal statutes or regulations. Any employee found to be in violation of the concealed weapon policy is subject to disciplinary action including immediate termination of employment. A visitor to the University who violates this policy is subject to immediate removal from University property.

East Central University expects and demands that no dangerous weapon of any type be brought onto its campus without *prior written approval* of the President of East Central University.