

As amended and adopted by the Faculty Senate at its meeting on 3 October 2011

**UNIVERSITY COMMITTEE RECOMMENDATION TO ENDORSE UW-MADISON
POLICY PROHIBITING EMPLOYEE POSSESSION OF FIREARMS/WEAPONS**

Background

On 1 December 2003, the Faculty Senate adopted Faculty Document 1751 registering its opposition to legislation being considered by the state legislature that would have permitted concealed carry of firearms:

Whereas the Wisconsin Administrative Code, Rules of the Board of Regents of the University of Wisconsin System 18.10(a) states that “no person may carry, possess or use any dangerous weapon on university lands or in university buildings or facilities, except with the written approval of the chief administrative officer or for law enforcement purposes;”

And, whereas the university faculty is dedicated to open debate and the broad discussion of all ideas;

And, whereas legislation to permit the carrying of concealed weapons would introduce the risk of bodily harm into that debate;

Therefore, the members of the University of Wisconsin-Madison Faculty Senate categorically oppose any legislation that would permit the carrying of concealed weapons on any University of Wisconsin System property including all its buildings and all of its grounds.

Although that earlier legislation was not adopted, recent parallel legislation did legalize concealed carry of firearms in Wisconsin. That new law supersedes the existing University of Wisconsin System (UWS) administrative code. The existing code will still prohibit “dangerous weapons” other than those now permitted by the concealed carry law. During the legislative review process, the university requested that its lands, buildings and facilities be exempt from the provisions of the new statute. That exemption was not provided in the law. However, employers are allowed to take certain actions regarding work places and employees.

In response and in order to protect our students, faculty and staff, and consistent with the provisions of the new law, the university is taking several steps including the posting of all buildings and facilities with signs that prohibit firearms and weapons in those areas. Although the concealed carry law permits such exclusions, regrettably, it does not permit the prohibition of concealed firearms in areas outside buildings and facilities.

UW System Administration is in the process of promulgating a new policy that will prohibit employees from carrying firearms/weapons in the course and scope of their employment. Each institution will be asked to implement that policy. The University Committee has worked with campus administrative legal services and human relations personnel to draft the following rule and asks that the senate endorse it prior to the new law taking effect on 1 November 2011.

Policy

No employee shall carry or go armed with a firearm or other weapon at any time while in the course and scope of employment, unless it is necessary as determined and approved in advance by the chancellor or designees, usually the chief of police. This prohibition does not apply to those employed as a law enforcement officer or peace officer.

Violation of this provision may subject the employee to discipline or dismissal pursuant to the applicable policies and procedures.