



POLICY

SUBJECT: Weapons

POLICY: Except as expressly permitted within this Policy, weapons are strictly prohibited in the Cooperative's workplace, including office buildings, warehouses, shop areas, garages, parking lots and other structures and building, and from Cooperative vehicles. The Cooperative's workplace shall include the property of any Cooperative member and/or customer. Employees shall not possess weapons while at work for the Cooperative and weapons shall not be used for any purpose while on the job.

Weapons include, but are not limited to, firearms of any type, explosives and knives (other than kitchen knives, knives used for work, or pocketknives) or other sharp or pointed weapons, other than authorized work tools, or any other object whose sole purpose is to intimidate, harass, or inflict harm on other persons.

Employees shall not bring weapons on to Cooperative property except that weapons may be kept in a personal vehicles while on Cooperative property provided they remain unloaded, clips removed (as applicable), safety in place and locked in the vehicle and kept out of public view. **UNDER NO CIRCUMSTANCES SHALL WEAPONS BE REMOVED FROM A PERSONAL VEHICLE WHILE ON COMPANY PROPERTY.**

Violations of this policy will result in appropriate disciplinary action, up to and including termination of employment.

RESPONSIBILITY:

- A) Employees are responsible for being aware and complying with above policy.
- B) All supervisors are responsible for communicating and administering this policy.
- C) The General Manager/CEO shall be responsible for the overall administration and enforcement of the policy.
- D) Board Members are responsible for disciplinary or any other action necessary to assure compliance by the CEO/General Manager.

DELAWARE COUNTY ELECTRIC COOPERATIVE, INC.

| | |
|--------------------------------|--------------|
| Approved by Board of Directors | Mar 23, 2010 |
| Reviewed by Board of Directors | Aug 26, 2014 |
| Revised by Board of Directors | Jan 26, 2016 |