

Policy & Procedure

Policy Title: Weapon Policy

Policy Number: 418

Policy:

In order to promote a safe environment for employees and individuals, AAdvantage Inc./AHS prohibits the wearing, transporting, storage, or presence of firearms or other dangerous weapons on the Company's premises (defined as all buildings, facilities, and property – including parking areas – owned or leased by the Company, and all places where the Company conducts business, or while an employee is representing the Company at any time and in any way – including at off-site meetings, conferences, training, and/or other functions. Any employee in possession of a firearm or other weapon while on these premises or while otherwise fulfilling job responsibilities may face disciplinary action including termination. Possession of a valid concealed weapons permit authorized by the State of Pennsylvania is NOT an exemption under this policy.

Dangerous weapons are defined by the Commonwealth of Pennsylvania as:

Any bomb, grenade, machine gun, sawed off shotgun with a barrel less than 18 inches, firearm specially made or specially adapted for concealment or silent discharge, any blackjack, sandbag, metal knuckles, dagger, knife, razor or cutting instrument, the blade of which is exposed in an automatic way by switch, push-button, spring mechanism, or otherwise, any stun gun, stun baton, taser or other electronic or electric weapon or other implement for the infliction of serious bodily injury which serves no common lawful purpose.

Should an employee become aware of the existence of a weapon, the employee should immediately consult with their supervisor. Any employee concerned about their personal safety or the safety of employees in general should immediately contact their supervisor.

ADDED January 1, 2018