

10.11 Concealed Carry

Effective Date: May 13, 2014

Purpose

Lake County, pursuant to the 2013 Illinois Firearm Concealed Carry Act (430 ILCS 66/1 *et seq.*) and its enabling regulations, establishes its Concealed Carry Policy. Lake County is committed to providing a safe and secure environment for Lake County employee and its guests. In support of this commitment, Lake County establishes restrictions on its employees' ability to carry weapons on any County property or when conducting any county business.

Policy

Employees may not, at any time while acting in the course or scope of employment, including while on or within any property owned, leased or controlled by the County, possess, carry or use a weapon of any kind. Weapons include, but are not limited to: guns, knives and/or swords with blades over two inches in length, explosives and any chemical whose purpose is to cause harm to another person. This policy is applicable regardless of whether an employee has a license to carry a concealed firearm or is otherwise allowed by law to possess or carry a weapon.

This policy does not apply to the possession of weapons if the possession is related to one of the following exceptions:

- a. The weapon is carried by a law enforcement official authorized to carry a weapon as a condition of his or her employment.
- b. The weapon is used in connection with a weapons safety course or weapons education course offered in the course or scope of business.

Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences.