

SAFETY – INFECTION PREVENTION MANUAL
ESSENTIA HEALTH East Region

SUBJECT: Weapons in EH East Facilities
SECTION: Safety
SCOPE: EH East-wide
PRIMARY AUTHOR: Manager, Security

APPROVING COMMITTEE AND DATE:
EH East Environment of Care Committee 9/11

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PURPOSE:

To establish policies for the control of guns, firearms, pistols, and other weapons within EH East facilities to protect patients, visitors and employees from acts of violence. EH East prohibits guns, pistols and firearms when on the premise of any Essentia Health-owned affiliate facility, according to the Minnesota Personal Protection Act (Permit to Carry).

DEFINITION:

As used in this policy, weapons are defined as guns, pistols, firearms, rifles, explosives, bows and arrows, nun chucks, stun guns, brass knuckles, knives, and other items that could cause serious bodily harm or injury.

POLICY:

- I. Patients, visitors, and employees are prohibited from carrying any type of weapon, on Essentia Health-owned, leased, or rented property, even with a valid permit to carry a weapon.
- II. Employees are prohibited from carrying, possessing or using any type of weapon while on any EH East property, while operating or driving company equipment for business purposes, or while engaged in company business off premises. This policy applies to all employees, including those who have a valid permit to carry a firearm. (Note: Essentia Health recognizes certain employees (i.e., Security officers) are authorized to carry weapons when within the scope of their duties and/or individually authorized by their director.)
- III. Essentia Health and its affiliates reserve the right to search and inspect property and/or persons while on the premises, in Essentia Health-owned, leased or rented vehicles, or while engaged in company business off the premises.
- IV. It is the responsibility of all EH East employees to immediately report threats of violence or violations of this policy to Security or their immediate supervisor/manager.
- V. Police, law enforcement, correctional institution and state licensed security officers may retain possession of their weapons while on official business in any EH-owned facility. In instances where firearms may create an unsafe condition, such as in Behavioral Health units and Emergency departments, weapons will be stored in locked, secure boxes.

PROCEDURE:

- I. Imminent Threats: Whenever a person with a weapon is posing an immediate threat.
 - A. Take every possible action to cooperate and comply with the demands of the threatening person. The primary goal is to get the threatening person out of the premises.
 - B. When it appears safe and reasonable to do so, notify Security (if on the EH East Downtown Campus) or the local police department through facility's emergency telephone number or dial 9, then 911.
- II. If a patient arrives and voluntarily relays they are in possession of a weapon:
 - A. Staff will make every attempt possible to have weapon sent home with a family member.

- B. For patients admitted through the Emergency department, or admitted without a family member available, their weapon will be stored with the Security department or with the clinic administrator until discharged.
- III. Whenever a person is observed carrying, or where there is suspicion that a patient, visitor, or employee has a weapon:
 - A. At EH East Downtown Campus, Security will be contacted and will immediately respond to deal with the situation.
 - B. At all other facilities, a competent staff member will:
 - 1. Approach the individual and ask him or her if they have a gun or weapon with them.
 - 2. If the person displays or admits to carrying a weapon:
 - a. Explain that policy prohibits guns and weapons on the premises.
 - b. Tell them that they will have to leave and take the weapon with them. (Note: The firearm or gun can be secured in a vehicle parked in a lot or ramp).
 - c. Notify the local police department if they fail to leave.
 - 3. If the person says no, but is in obvious possession of a weapon or displaying threatening behavior:
 - a. Ask them to leave the premises.
 - b. Immediately notify the local police department if they fail to cooperate.

Key Words: Weapons, Firearms, Carrying, Guns, Threats

Reference:

1. Minnesota Personal Protection Act (Permit to Carry).

AN EMPLOYEE FOUND TO BE IN VIOLATION OF ANY PART OF THIS POLICY IS SUBJECT TO DISCIPLINARY OR CORRECTIVE ACTION, UP TO AND INCLUDING, TERMINATION OF EMPLOYMENT.

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