Weapons

Zimbrick is committed to providing a safe environment for its employees, customers, vendors and other persons while on its premises and while otherwise conducting business with or on behalf of Zimbrick. As part of that commitment, Zimbrick prohibits the possession, use or transfer of any weapon while on Zimbrick premises or while in the course of employment, subject to the exception noted below.

For purposes of this policy, the term “weapon” includes, but is not limited to firearms, electronic weapons (e.g. TASARs), knives, swords, billy clubs, explosives, explosive devices, harmful chemicals and similar objects. The term “weapon” does not include equipment or objects which are used in the regular course of the individual’s job and which are used solely for their intended purpose while in the course of employment.

This policy applies to all Zimbrick locations, including but not limited to offices, showrooms, repair shops and parking lots, as well as to non-Zimbrick premises while on duty.

Exception. In accordance with Wisconsin’s Carrying Concealed Weapons Law, this policy does not prohibit an individual with a valid Carrying Concealed Weapon (CCW) license from carrying or storing a concealed weapon, a particular type of concealed weapon or ammunition, in the licensee’s own motor vehicle whether or not such vehicle is used in the course of employment and/or parked on Zimbrick’s premises. At no time, however, may a CCW licensee discharge, use or remove a weapon or ammunition from his/her own vehicle while on duty or on Zimbrick’s premises.

For purposes of this exception, an individual’s own motor vehicle shall mean a vehicle which the employee or a member of the employee's immediate family owns or leases. Any vehicle in which a weapon or ammunition is stored shall be locked at all times while not in use and on Zimbrick’s premises.

Any employee who possesses a valid CCW license shall notify Zimbrick Human Resources that he/she is a CCW license holder prior to bringing any weapon onto Zimbrick’s premises.

Right to Search. Zimbrick reserves the right to conduct a reasonable search of an employee’s person, property, including vehicle(s), and work area if it has a reasonable suspicion of a violation of this policy. Any employee who witnesses a suspected violation of this policy should immediately report it to their supervisor, General Manager or the Human Resources department.