

# Guns in the Workplace in Georgia

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Employers are allowed to carry a weapon on their property, with or without a carry license. Employers may prohibit employees from having a weapon or long gun on the employers' property. Employers cannot, however, search the locked, privately owned vehicles of employees on the employer's parking lot.

Employers may not condition employment on an agreement preventing an employee who is a lawful weapons carrier from entering or accessing their privately owned motor vehicle in a parking lot if the vehicle contains a firearm that is locked out of sight within the trunk, glove box, or other enclosed compartment or area within the vehicle.

## ***A lawful weapons carrier is:***

- Any person who is licensed or eligible for a license according to Ga. Code Sec. 16-11-129 and who is not otherwise prohibited by law from possessing a weapon or long gun;
- Any resident of any other state who would otherwise be eligible to obtain a license pursuant to such Code section but for the residency requirement; and
- Any person licensed to carry a weapon in any other state.

## **However, employers are not prevented from restricting access to parking lots or searching the vehicles of lawful weapons carriers if:**

- The employer provides a secure parking area restricting public access by a gate, security station, or other method of limiting access. If vehicle searches are conducted, they must be done on all vehicles on a uniform and frequent basis.
- An employee is restricted from carrying or possessing a firearm on the employer's premises due to a completed or pending disciplinary action.
- The transport of a firearm on the premises of the employer is prohibited by state or federal law or regulation.
- The restriction is applied in an area being used for parking on a temporary basis.

*Ga. Code Ann. §§ 16-11-126, 16-11-135*

## ***Sample Weapons in the Workplace Policy***

Absolutely no weapons (e.g., guns, knives, batons, brass knuckles) are allowed anywhere on company property, except that employees who have the proper license or permit to carry may leave their weapon in their locked vehicle. Employees are also prohibited from bringing a weapon into the workplace of a customer, prospective customer, or vendor. This applies to concealed and openly carried weapons.