WEAPONS AND VIOLENT BEHAVIOR POLICY

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Overview

The Boys & Girls Clubs of Chaves and Lincoln Counties (BGCCLC) is committed to providing a safe environment for all members, staff, visitors, and member parents.

Policy

Weapons are prohibited on all BGCCLC property, including all Club facilities, program sites, parking areas, outdoor areas, activities, field trips, and vehicles. This prohibition applies to members, employees, volunteers, parents and guardians, visitors, contractors, and guests, regardless of whether children are present. Prohibited weapons include firearms, knives carried or used as weapons, explosives, stun guns, Tasers, mace, pepper spray, chemical-defense sprays, and any other lethal or non-lethal weapon or object used, displayed, carried, or intended to threaten, intimidate, injure, or inflict bodily harm.

BGCCLC will post weapons-free signage at appropriate entrances and other locations as determined necessary. Posted signage supports this policy but does not limit its enforcement. The prohibition applies throughout all BGCCLC property, activities, and vehicles whether or not a sign is posted at a particular location.

Violent or Threatening Behavior

Violent or threatening behavior includes assault or fighting; a credible threat to harm another person; intimidation or threatening conduct; stalking; arson; sexual assault; theft or extortion involving force or threat; intentional destruction of property that creates a safety risk; or another act intended or reasonably likely to cause injury or serious fear of injury. BGCCLC may act on a credible report or warning sign before violence occurs when necessary to protect children or others.

Immediate Response

Any person who observes, discovers, or receives a credible report of a weapon or violent behavior must immediately notify Club leadership and call 911 when there is an actual or suspected immediate threat. Staff and volunteers must not attempt to search, disarm, restrain, or confront an armed person unless necessary to protect a child from imminent harm.

Staff will follow the Emergency Plan, including lockdown, evacuation, shelter-in-place, or relocation procedures as directed by Club leadership or emergency responders. The immediate priorities are protecting children, maintaining supervision, accounting for all members and staff, and following law-enforcement instructions.

Once the immediate danger has been addressed, the CEO or designee will ensure that parents or

guardians of affected children are notified, required incident reports are completed, evidence and relevant information are preserved, and all required notifications are made to ECECD Licensing, BGCA, law enforcement, insurers, or other appropriate authorities.

Removal and Disciplinary Action

A person who possesses a prohibited weapon, uses or displays an object as a weapon, makes a credible threat of violence, or engages in violent behavior may be immediately removed from BGCCLC property, activities, or vehicles. Law enforcement will be contacted when a weapon, credible threat, assault, or other criminal or immediate safety concern is involved.

Employees and volunteers may be placed on immediate administrative suspension and may be subject to disciplinary action up to and including termination or permanent removal from volunteer service. Parents, guardians, visitors, contractors, and guests may be directed to leave and may be prohibited from returning to BGCCLC property or activities.

Members may be immediately separated from others and suspended pending review. Consequences may include a safety plan, behavioral supports, suspension, or disenrollment, depending on the seriousness of the conduct and the continuing risk to others. A weapon brought knowingly or used, displayed, or threatened as a weapon may result in immediate disenrollment. The parent or guardian of an involved member will be notified as soon as safely possible.

Reporting Concerns and Threats

Employees and volunteers must immediately report any known or suspected weapon, threat, violent behavior, warning sign, or related safety concern to the CEO or designee. Members, parents, guardians, and other individuals are encouraged to immediately report such concerns to any BGCCLC employee. An immediate or developing danger must be reported directly to 911.

Reports must be taken seriously and promptly evaluated. Employees and volunteers must preserve relevant messages, photographs, video, social-media posts, documents, or other information and cooperate with authorized investigations. No person will be retaliated against for making a good-faith report or participating in an investigation.

Information will be shared only with individuals who need it to protect those involved, respond to the concern, complete required notifications, or conduct an authorized investigation.

Authorized Tools and Program Equipment

This policy does not prohibit tools, kitchen utensils, sports equipment, maintenance equipment, or program supplies that BGCCLC has authorized for a legitimate work or program purpose. Such items must be stored securely, used only for their intended purpose, and handled under appropriate staff supervision.

An otherwise authorized item becomes a prohibited weapon when it is possessed, displayed, used, or threatened in a manner intended or reasonably likely to intimidate, injure, or cause bodily harm. This exception does not permit firearms or other lethal or non-lethal weapons prohibited by licensing requirements.

Law-Enforcement Exception

This policy does not prohibit a sworn law-enforcement officer from carrying an authorized duty weapon while responding to an emergency, conducting an investigation, or otherwise acting within the officer's official duties. BGCCLC employees and volunteers must not interfere with an officer's lawful possession of a duty weapon.

This exception does not authorize off-duty officers, private security personnel, employees, volunteers, parents, guardians, or other individuals to possess a weapon on BGCCLC property or in a BGCCLC vehicle unless specifically permitted by applicable law and approved in advance by the CEO or designee.

Training and Policy Review

Employees and volunteers will receive orientation on this policy, recognizing and reporting threats, contacting emergency services, maintaining supervision, and following BGCCLC lockdown, evacuation, shelter-in-place, relocation, and reunification procedures.

This policy will be reviewed with employees and volunteers at least annually and whenever material changes are made. Weapons and violent-behavior response procedures will also be addressed through the emergency-preparedness training and drills required by BGCCLC's Emergency Plan. Completion of required orientation and training will be documented.