



Cochise County Judicial System

Policy Title: Weapons in the Workplace

Policy Number: 2001

Effective: March 1, 2021

Last Reviewed/Updated: February 26, 2021

The Cochise County Judicial System (CCJS) is committed to providing a safe work environment. Weapons in county/court buildings, facilities and vehicles pose a threat to public safety as well as the safety and peace of mind of all county and CCJS employees. This policy represents the intent of the CCJS to comply with the requirements and purposes of A.R.S. § 13-3108 et seq. and applies to anyone performing work for or on behalf of the CCJS or County. Possession of a deadly weapon in the workplace is prohibited, with the exception of law enforcement officers and others authorized to carry a weapon in performance of their official duties.

A.R.S. § 13-3101A (1) et seq. defines a “deadly weapon” as an object designed for lethal use, including firearms. An employee’s “workplace” shall include a private vehicle used for CCJS or county purposes while transporting one or more CCJS or County employees as passengers.

I. Transport or Storage

Pursuant to A.R.S. § 12-781 et seq. employers cannot prohibit the lawful transport or storage of any firearm that is both in the person’s locked and privately owned motor vehicle or in a locked compartment on the person’s privately owned motorcycle and is not visible from the outside of the motor vehicle or motorcycle. Employees should have no expectation of privacy in court/county facilities, vehicles or equipment, including county/court-issued office space, desks, cabinets, lockers, phones and computers. Employee workstations and personal effects, including purses, briefcases and bags may be searched if there is reasonable suspicion that an employee is in possession of any item prohibited by CCJS or Cochise County policy.

II. Policy Violations

If an employee is suspected of carrying a weapon and there is a perceived immediate threat, law enforcement shall be contacted. This policy applies to employees and contractors, who are both on-duty or off-duty, while in the workplace. Violation of this policy will be cause for disciplinary action, up to and including dismissal.