

Policy on Weapons

Policy Owner	Vice-President, Finance and Administration
Approval Authority:	Board of Governors
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Next Review:	October 2030
Review History	N/A
Related Documents:	• <i>Criminal Code of Canada (RSC 1985, c. C-46):</i> https://laws-lois.justice.gc.ca/eng/acts/c-46/ • <i>Firearms Act (S.C. 1995, c. 39):</i> https://laws-lois.justice.gc.ca/eng/acts/f-11.6/ • <i>Human Rights Code (RSO 1990, c. H.19)</i> • <i>Canadian Charter of Rights and Freedoms</i> • <i>Code of Student Rights and Responsibilities</i>

1. Purpose

Laurentian University is dedicated to fostering a safe and secure environment for all members of its community. To uphold this commitment, we enforce a strict prohibition on Weapons and Replica Weapons on campus. This Policy outlines the conditions under which exceptions may be granted, the procedure for submitting approval requests, and the authority responsible for managing compliance.

2. Scope

This Policy applies to all members of the Laurentian University community, including students, faculty, staff, contractors, governors, alumni, visitors, and any individuals present at University-owned, -leased, or -controlled locations, including during University-sponsored activities offsite. This Policy is intended to complement existing laws set forth by federal, provincial, or municipal authorities, implementing additional safety measures to ensure the well-being of the University community.

Research activities involving firearms and/or ammunition, such as fieldwork in remote areas where there may be wildlife threats, or in controlled laboratory settings, are subject to this Policy.

This Policy does not extend to police officers or licensed security personnel carrying issued Firearms and Weapons while performing official duties. Furthermore, it respects the rights of employees articulated in existing collective agreements. In the event of a conflict between this Policy and the provisions of a collective agreement, the terms of the relevant collective agreement will take precedence.

3. Definitions

Ammunition: Any projectile or round of ammunition designed for use in a firearm, including but not limited to projectiles and propellants.

Firearm: A barrelled device capable of discharging a projectile and causing injury or death. Includes devices that can be adapted for this purpose.

Replica Weapon: Any item that resembles a firearm or other weapon but is not capable of discharging a projectile or causing harm.

Weapon: Any object used, designed, or intended to cause harm, intimidation, or death. This may include, but is not limited to, firearms, explosives, knives, and other prohibited items as defined by the law.

University Property: All land, roads, buildings, facilities, and assets owned, leased, or operated by the University, including any outdoor spaces, parking areas, and other locations that fall under the University's jurisdiction or control.

4. Principles

4.1 Commitment to Safety: This Policy is primarily concerned with the health and safety of the community. The possession and use of Weapons on University premises is prohibited to prevent potential harm and violence.

4.2 Legal Compliance: The University will adhere to municipal, provincial, and federal laws regarding weapons, including but not limited to:

- *Criminal Code of Canada (RSC 1985, c. C-46)*
- *Firearms Act (S.C. 1995, c. 39)*
- Provincial Acts and regulations governing public safety and violence prevention

4.3 Respect and Inclusion: The University upholds human rights and accommodates individuals in accordance with applicable legislation.

5. Exemptions

Exemptions may be considered for:

- Academic, research, or operational purposes;
- Religious or cultural practices requiring ceremonial items; and
- Official duties carried out by authorized law enforcement or licensed security personnel.

Laurentian University will accommodate the wearing of ceremonial knives (such as kirpans) required by religious practice, in accordance with the Ontario Human

Rights Code and the Canadian Charter of Rights and Freedoms, subject to the following:

- The blade must not exceed 3 inches (7.5 cm), must be securely sheathed, and worn concealed close to the body.
- Individuals must request accommodation in advance from Campus Safety, providing documentation of religious need.
- Permission may be revoked if safety concerns arise or the item is misused.

Accommodation requests will be submitted to the Office of Campus Safety. All requests will be handled confidentially and in accordance with human rights legislation.

6. Roles and Responsibilities

University Administration

- Ensure the compliance and enforcement of the *Policy on Weapons* across all University properties and events.
- Provide guidance to members of the University community regarding the Policy and its implications.

Office of Campus Safety

- Respond to reports of non-compliance.
- Investigate incidents involving Firearms, Weapons, or Replica weapons on University property and determine appropriate action.
- Forward the report of such incident to the appropriate office, as outlined in Section 12 “Disciplinary Measures” listed below.

Faculty and Staff

- Report any suspected violations of the Policy or safety concerns related to Weapons to the Office of Campus Safety.

Students

- Comply with the *Code of Student Rights and Responsibilities*, which prohibits “possession of firearms, ammunition, or other weapons on University Premises without authorization”. For further clarity, this includes while in Residence.
- Report violations of the Policy, suspicious activity, or safety concerns to the Office of Campus Safety. Reports will be treated with respect and discretion and can be done in an anonymous manner.

Contractors and Visitors

- Be informed of and comply with the *Policy on Weapons* while on University property and seek clarification when necessary.

7. Policy Statement

Weapons, Replica Weapons, Firearms and Ammunition are prohibited on institutional property. Exceptions may be granted only through formal review and approval through the Office of Campus Safety, as outlined in this Policy. Unauthorized possession or use may result in disciplinary or legal action.

8. Removal of Unauthorized Weapons from Campus

i) Firearms

Firearms and Ammunition that are found on University property in violation of the Weapons Policy, but otherwise held lawfully by their owners, must be securely moved off-campus by the owner. These items must be stored permanently off-campus, following the regulations set forth by Canada's *Firearms Act* regarding the authorized transportation of firearms. Items must not be displayed publicly or transported in a manner that could cause alarm.

ii) Replica Weapons

Any replica weapons present on University property that are prohibited under this Policy must be safely relocated by the owner and stored permanently outside of University property.

The responsibility for seizing any unauthorized Weapons, Firearms or Replica weapons discovered on University premises lies with the Office of Campus Safety, who will act in accordance with the Policy and the established guidelines.

9. Disciplinary Measures

Anyone found with Firearms, Ammunition, or unauthorized or Replica weapons on University grounds could be subject to disciplinary action, such as eviction or being barred from the campus.

For faculty and staff members, disciplinary measures will be considered depending on specific circumstances.

Students may face disciplinary measures in accordance with the Student Code of Rights and Responsibilities for non-academic misconduct. Incidents of alleged breaches of a provision of the Code of Student Rights and Responsibilities shall be investigated by the Equity, Diversity and Human Rights Office.

In cases involving the unauthorized possession or misuse of prohibited or restricted Weapons, devices, or Ammunition under the Criminal Code of Canada, as well as non-registered Firearms or other illegal Weapons, individuals may be subject to criminal prosecution.

The Office of Campus Safety will liaise with University and community stakeholders, including but not limited to the University Secretariat, Office of the General Counsel, Human Resources, Faculty Support, Student Success, the Equity, Diversity and Human Rights Office, and the Greater Sudbury Police Service, to provide essential information that may be necessary for facilitating any required disciplinary action.