

HUSCHBLACKWELL

Firearms in the Workplace

FIFTY STATE SURVEY

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>(b)(1) An employer may not restrict or prohibit the storage or transportation of a lawfully possessed pistol or ammunition for that pistol in an employee's privately owned motor vehicle while parked or operated in a parking area; provided, that the employee satisfies all of the following requirements:</p> <p>(a) the motor vehicle is operated or parked in a location where it is permitted to be</p> <p>(b) the pistol is either: (a) in a motor vehicle attended by the employee, kept from ordinary observation within the person's motor vehicle or (b) in a motor vehicle unattended by the employee, kept from ordinary observation and locked within a compartment, container, or in the interior of the person's privately owned motor vehicle or in a compartment or container securely affixed to the motor vehicle</p> <p>(2) A public or private employer may not restrict/prohibit the transportation or storage of a lawfully possessed firearm legal for use for hunting in Alabama other than a pistol, or ammunition for that firearm, in an employee's privately owned motor vehicle while parked or operated in a public or private parking area if the employee satisfies all of the following:</p> <p>n.</p> <p>(a) valid Alabama hunting license; (b) weapon is unloaded at all times on the property; (c)during the permitted hunting season by Alabama law/regulation; (d) employee has never been convicted of any violent crime/nor is subject to a Domestic Violence Order; (e) employee has no documented prior workplace incidents involving threat of physical injury or which resulted in physical injury; (f) motor vehicle is operated or parked in a location where it is permitted to be; (g) the firearm is either: (1) in a motor vehicle attended by the employee, kept from ordinary observation within the person's motor vehicle (2) in a motor vehicle unattended by the employee, kept from ordinary observation and locked within a compartment, container, or in the interior of the person's privately owned motor vehicle or in a compartment or container securely affixed to the motor vehicle</p> <p>(c) Employer's ability to inquire:</p> <p>If an employer believes that an employee presents a risk of harm to himself, herself, or to others, the employer may inquire as to whether the employee possesses a firearm in his or her private motor vehicle. If the employee does in fact possess one, the employer may make any inquiry necessary to establish that the employee is in compliance with subsection (b)</p> <p>Ala. Code 1975 § 13A-11-90(b)-(c) and §13A-11-61.2(b).</p>	<p>The person or entity with authority over a premises on which firearms are prohibited under Section 13A-11-61.2(a) shall place notice at the public entrances of such premises or buildings alerting those entering that firearms are prohibited.</p> <p>Ala. Code 1975 § 13A-11-61.2(c).</p>	<p>A person may not knowingly carry a firearm (without the express permission of a person or entity with authority over the premises) inside a facility hosting an athletic event which is sponsored by a private or public elementary or secondary school or any private or public institution of postsecondary education unless they possess: (1) a concealed carry permit issued under Section 13A-11-75; or express permission of a person or entity with authority over the premises.</p> <p>Ala. Code 1975 § 13A-11-61.2(a)(5)</p>	<p>A person may not knowingly carry a firearm (without the express permission of a person or entity with authority over the premises) inside a facility that provides inpatient or custodial care of those with psychiatric, mental, or emotional disorders</p> <p>Ala. Code 1975 § 13A-11-61.2(a)(3)</p>	<p>N/A</p>	<p>An employer may inquire as to whether the employee possesses a firearm in his/her private motor vehicle (1) if the employer believes that an employee presents a risk of harm to himself, herself or others or (2) to ensure compliance with state law requirements for possession.</p> <p>Ala. Code 1975 § 13A-11-90(c).</p> <p>An employer may not take adverse employment action against an employee based solely on the presence of a firearm.</p> <p>Ala. Code 1975 § 13A-11-90(d).</p> <p>An employer may report to law enforcement a complaint based on information and belief that either (1) an employee possesses a firearm prohibited by state or federal law or (2) an employee has made a threat to cause bodily harm to themselves or others.</p> <p>Ala. Code 1975 § 13A-11-90(e).</p> <p>If law enforcement officers discover the employee possesses a firearm prohibited by state or federal law, an employer may take adverse employment action against the employee.</p> <p>Ala. Code 1975 § 13A-11-90(f).</p> <p>An employee is entitled to recovery for any adverse employment action taken against him/her if the employee at all times fully complied with the requirements for possession of a firearm in a private motor vehicle. If demand for recovery has not been satisfied within 45 calendar days, the employee may file a civil action against the employer for compensation for lost wages, lost benefits, or other lost remuneration caused by the adverse action.</p> <p>Ala. Code 1975 § 13A-11-90(g).</p>

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<p>An employer cannot prohibit an individual from lawfully possessing a firearm while the individual is within a motor vehicle or storing a firearm that is locked in the motor vehicle if the motor vehicle is legally parked. An employer or its agent may prohibit the possession of firearms in the following situations:</p> <ul style="list-style-type: none"> • Within a secured restricted access area; • In a vehicle owned, leased, or rented by the employer or its agent; or • In a parking lot owned or controlled by the employer within 300 feet of a secured restricted access area that does not include common areas open to the general public. <p>Alaska Stat. § 18.65.800(a), (d).</p>	<p>An employer or its agent must post conspicuous notice of the prohibition against possession of firearms at each entrance to the restricted access area and affected parking area.</p> <p>Alaska Stat. § 18.65.800(d).</p>	<p>Alaska prohibits guns in schools. Alaska generally prohibits the knowing possession of a firearm, carried openly or concealed, at any preschool, elementary, junior high or secondary school, including the buildings, grounds, parking lots or school buses, without the permission of the chief administrative officer of the school or district. Students are also prohibited from knowingly possessing a firearm within the buildings of, on the grounds of, or on the school parking lot of a public or private preschool, elementary, junior high, or secondary school, on a school bus while being transported to or from school or a school-sponsored event, or while participating in a school-sponsored event, unless the student has obtained the prior permission of the chief administrative officer or his or her designee of the school or district.</p> <p>Alaska also prohibits concealed weapons permit holders from carrying a concealed handgun in these locations.</p> <p>Alaska has no specific statutes or regulations restricting firearms on college or university property...</p>			<p>A person is not liable for any injury or damage resulting from the storage of a firearm in the vehicle of another individual pursuant to this section.</p> <p>Alaska Stat. § 18.65.800(c).</p>

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<p>An employer shall not establish or enforce any policy or rule that prohibits a person from lawfully storing or transporting a firearm that is locked in a privately owned motor vehicle and not visible from the outside. Ariz. Rev. Stat. Ann. § 12-781(A).</p> <p>An employer can prohibit the possession of a firearm in a private motor vehicle if:</p> <p>(1) the possession is prohibited by federal or state law;</p> <p>(2) the motor vehicle is owned or leased by the employer and used by the employee in the course of employment;</p> <p>(3) the employer provides a parking area that is secured by a fence or other physical barrier, limits access by a guard or other security measures and provides temporary and secure firearm storage on the premises;</p> <p>(4) the employer is a nuclear generating station that provides secure parking and firearm storage on the premises;</p> <p>(5) the parking area is on an occupied single family detached residence;</p> <p>(6) the employer is a current United States department of defense contractor, and the property is located on a United States military base or instillation;</p> <p>(7) the employer provides alternative parking in a location reasonably proximate to the primary parking area and does not charge an extra fee for such parking. Ariz. Rev. Stat. Ann. § 12-781(C).</p>	<p>A. A person may carry a concealed handgun on the premises of a licensee who is an on-sale retailer unless the licensee posts a sign that clearly prohibits the possession of weapons on the licensed premises. The sign shall conform to the following requirements:</p> <p>(1) Be posted in a conspicuous location accessible to the general public and immediately adjacent to the liquor license posted on the licensed premises.</p> <p>(2) Contain a pictogram that shows a firearm within a red circle and a diagonal red line across the firearm.</p> <p>3. Contain the words, “no firearms allowed pursuant to A.R.S. § 4-229”.</p> <p>B. A person shall not carry a firearm on the licensed premises of an on-sale retailer if the licensee has posted the notice prescribed in subsection A of this section.</p> <p>C. It is an affirmative defense to a violation of subsection B of this section if:</p> <p>(1) The person was not informed of the notice prescribed in subsection A of this section before the violation.</p> <p>(2) Any one or more of the following apply:</p> <p>(a) At the time of the violation the notice prescribed in subsection A of this section had fallen down.</p> <p>(b) At the time of the violation the person was not a resident of this state.</p> <p>(c) The licensee had posted the notice prescribed in subsection A of this section not more than thirty days before the violation.</p> <p>D. The department of liquor licenses and control shall prepare the signs required by this section and make them available at no cost to licensees.</p> <p>E. The signs required by this section shall be composed of block, capital letters printed in black on white laminated paper at a minimum weight of one hundred ten pound index. The lettering and pictogram shall consume a space at least six inches by nine inches. The letters constituting the words “no firearms allowed” shall be at least three-fourths of a vertical inch and all other letters shall be at least one-half of a vertical inch.</p> <p>Nothing shall prohibit a licensee from posting additional signs at one or more locations on the premises.</p> <p>F. This section does not prohibit a person who possesses a handgun from entering the licensed premises for a limited time for the specific purpose of either:</p> <p>(1) Seeking emergency aid.</p> <p>(2) Determining whether a sign has been posted pursuant to subsection A of this section. Ariz Rev. Stat. Ann § 4-229 (2014).</p>	<p>A person commits misconduct involving weapons by knowingly possessing a deadly weapon on school grounds unless licensed, authorized or permitted to do so. Ariz. Rev. Stat. Ann. § 13-3102(A)(12), (C)(4).</p> <p>A person may possess a firearm on school grounds if the firearm is not loaded and is carried within a means of transportation under the control of an adult. When unattended, the firearm must be locked within the means of transportation and not visible from the outside. Ariz. Rev. Stat. Ann. § 13-3102(I).</p> <p>A weapon may be possessed on school grounds for the purposes of preparing for, conducting, or participating in hunter or firearm safety courses. Ariz. Rev. Stat. Ann. § 13-3102(H).</p>	<p>N/A</p>	<p>N/A</p> <p>Proposed legislation (vetoed by the Governor on 4/17/2023):</p> <p>SB 1331(L) (“If a law enforcement officer contacts a person who is in possession of a firearm, the law enforcement officer may take temporary custody of the firearm for the duration of that contact.”). 2023 Arizona S.B. No. 1331, Arizona Fifty-Sixth Legislature – First Session, 2023.</p>	<p>A person is not subject to civil liability for engaging in conduct that is otherwise justified pursuant to this chapter. Ariz. Rev. Stat. § 13-413.</p>

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<p>An employer shall not prohibit an employee from transporting or storing a legally owned firearm in the employee's private motor vehicle when on the employer's parking lot. The firearm must be locked inside the motor vehicle and out of sight. Ark. Code Ann. § 11-5-117(b).</p> <p>An employer may prohibit a non-employee from storing a firearm in an employee's motor vehicle when on the employer's parking lot. Ark. Code Ann. § 11-5-117(d)(1).</p> <p>An employer may prohibit an employee from storing or transporting a firearm in the employee's motor vehicle on the employer's property if:</p> <p>(A) the parking lot is on the grounds of an occupied single-family detached residence; (B) the employer has reasonable belief that the firearm is possessed illegally; (C) the motor vehicle is owned by the employer and operated in the course of employment; (D) the employee is not permitted in the parking lot for reasons unrelated to the possession of a firearm; (E) the employee is the subject of an employment disciplinary proceeding; (F) the employee has been adjudicated mentally incompetent or not guilty in a legal proceeding by reason of mental disease or defect. Ark. Code Ann. § 11-5-117(d)(2).</p>	<p>Any place, at the discretion of the person or entity exercising control over the physical location, may post written notice clearly readable at a distance of not less than ten feet that "carrying a handgun is prohibited" at each entrance. Ark. Code Ann. § 5-73-306(18).</p> <p>However, (18)(A) of the section does not apply if the place is: (i) a public university, college, or community college; or (iii) a parking lot of a private employer and the person is carrying a handgun as provided under 11-5-117</p>	<p>No person shall possess a firearm upon the developed property of a public or private school, kindergarten through grade twelve (K-12). Ark. Code Ann. § 5-73-119(b)(1).</p> <p>It is permissible to possess a firearm on the property of a private K-12 private school if the school's governing board has set forth rules and circumstances under which an individual may carry a concealed handgun into a building. Ark. Code Ann. § 5-73-119(e)(11)(B).</p> <p>It is permissible for a person licensed to carry a concealed handgun in his or her motor vehicle or locked in his or her unattended motor vehicle in a publicly owned and maintained parking lot. Ark. Code Ann. § 5-73-119(e)(12)(A).</p> <p>A license to carry a concealed handgun does not authorize a person to carry a concealed handgun into a school, college, community college, or university campus building or event, unless they obtain a concealed carry endorsement pursuant to section 5-73-322(g). Ark. Code Ann. § 5-73-306(13)(A).</p> <p>A licensee who intends to carry a concealed handgun in the buildings and on the grounds of a public university, public college, or community college is required to complete a training course approved by the Director of the Division of Arkansas State Police. Ark. Code Ann. § 5-73-322(g).</p> <p>A licensee is permitted to carry a concealed firearm in the publicly owned and maintained parking lot of a college, community college, or university in his or her motor vehicle, or locked and unattended in his or her motor vehicle. Ark. Code Ann. § 5-73-306(13)(B)(v).</p> <p>A private kindergarten through grade twelve (K-12) school may, through its governing board or director, set forth rules and circumstances under which a licensee may carry a concealed handgun into a school building or event. Ark. Code Ann. § 5-73-306(13)(B)(ii).</p> <p>A licensee may possess a concealed handgun in the buildings and on the grounds of a private university or college if the private university or private college does not adopt a policy expressly disallowing the carrying of a concealed handgun in the buildings and on the grounds. Ark. Code Ann. § 5-73-322(c)(1).</p> <p>A private university or college that adopts a policy expressly disallowing the carrying of a concealed handgun in the buildings and on the grounds shall post notices as described under section 5-73-306(18). Ark. Code Ann. § 5-73-322(c)(2)(A).</p> <p>A license to carry a concealed handgun does not authorize a person to carry a concealed handgun into a posted firearm-sensitive area, as approved by the Division of Arkansas State Police under section 5-73-325, located at a collegiate athletic event. Ark. Code Ann. § 5-73-306(20).</p> <p>An institution of higher education that hosts or sponsors a collegiate athletic event may submit a security plan to the Division of Arkansas State Police for approval that designates certain areas as a firearm-sensitive area where possession of a concealed handgun is prohibited. The area is limited to where a collegiate athletic event is held. Ark. Code Ann. § 5-73-325(a)(1)(C).</p>	<p>A license to carry a concealed handgun does not authorize a person to carry a concealed handgun into a posted firearm-sensitive area, as approved by the Division of Arkansas State Police under section 5-73-325, located at the Arkansas State Hospital. Ark. Code Ann. § 5-73-306(20).</p> <p>The Arkansas State Hospital may submit a security plan to the Division of Arkansas State Police for approval that designates certain areas as a firearm-sensitive area where possession of a concealed handgun is prohibited. Ark. Code Ann. § 5-73-325(a)(1)(A).</p>	N/A	<p>An employer is not liable in a civil action for damages, injuries, or death resulting from or arising out of an employee's or another person's actions involving a handgun transported or stored under § 11-5-117 or for allowing a person to enter the parking lot or place of business under the same statute. Ark. Code Ann. § 16-120-802(a).</p> <p>An employer is not liable in a civil action for damages, injuries, or death resulting from or arising out of the theft of a handgun from an employee's private motor vehicle located on the employer's parking lot. Ark. Code Ann. § 16-120-802(a).</p> <p>An employee shall report the theft of a handgun from an employer's parking lot to both the employer and a local law enforcement agency within 24-hours of obtaining knowledge of the theft. Ark. Code Ann. § 16-120-802(b).</p> <p>A handgun possessed in a parking lot does not solely constitute a failure on the part of an employer to provide a safe workplace. Ark. Code Ann. § 16-120-802(c).</p> <p>An employer may terminate any employee for flagrantly or unreasonably displaying a handgun in plain sight of others at the private employer's place of business or in plain sight in an employee's motor vehicle. Ark. Code Ann. § 16-120-802(d)(1).</p> <p>An employer may bring a civil action against an employee who knowingly displays in a flagrant or unreasonable manner a handgun in plain sight of others at an employer's place of business, except when an employee's display of a handgun is incidental and reasonably related to the transfer of the handgun from his or her locked container located within the employee's motor vehicle to another part of the vehicle or the employee's person. Ark. Code Ann. § 16-120-802(d)(2).</p> <p>An employer or employee who knowingly violates § 11-5-117 is liable to the prevailing party in an action brought under this section and is entitled to: (1) equitable relief; (2) compensatory damages; and (3) costs and fees, including reasonable attorney's fees. Ark. Code Ann. § 16-118-115.</p> <p>A former employee who possesses a firearm in his or her private motor vehicle on a private employer's parking lot is not criminally liable for that possession while the former employee is physically leaving the private employer's parking lot immediately following his or her termination or other reason for ceasing employment. Ark. Code Ann. § 11-5-117(f).</p> <p>A public university, public college, or community college is immune from a claim for monetary damages arising from or related to a licensee's use of, or failure to use, a concealed handgun if the licensee elects to possess a concealed handgun. Ark. Code Ann. § 5-73-322(j)(3).</p>

California

PARKING LOT LAW: **NO**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>N/A</p> <p>A person is guilty of carrying a loaded firearm when the person carries a loaded firearm on the person <i>or in the vehicle</i> while in any public place or on any public street in an incorporated city or in any public place or on any public street in a prohibited area of unincorporated territory (emphasis added) (applicable to public employees only, California has no statute or regulation specifically governing firearms in the workplace of private employers). Cal. Penal Code § 25850(a)</p>	<p>N/A</p>	<p>The Gun-Free School Zone Act of 1995 prohibits the possession of a firearm in a school zone. Individuals may keep an unloaded pistol, revolver, or firearm capable of being concealed on the person in a locked container or within the locked trunk of a motor vehicle. Cal. Penal Code § 626.9(a)-(c).</p> <p>A "school zone" means an area in or on the grounds of a public or private school (K-12) and within a distance of 1,000 feet from the grounds of a public or private school. Cal. Penal Code § 626.9(e)(4).</p> <p>A university or college shall post a prominent notice at primary entrances on noncontiguous property stating that firearms are prohibited on the property. Cal. Penal Code § 626.9(h).</p>	<p>N/A</p>	<p>A gun violence restraining order is an order, in writing, signed by the court, prohibiting and enjoining a person from having in his or her custody or control, owning, purchasing, possessing, or receiving any firearms or ammunition. Cal. Penal Code § 18100.</p> <p>An immediate family member, employer, coworker, law enforcement officer, roommate, or an individual who has a dating relationship or a child in common with the subject of the petition may file a petition requesting the court issue a gun violence restraining order. The subject of the order is prohibited from having in their custody or control, owning, purchasing, possessing, or receiving a firearm or ammunition. There must be a substantial likelihood that the subject poses a significant danger, in the near future, of causing personal injury to themselves or others by possessing a firearm. There must be no other less restrictive alternatives. Cal. Penal Code § 18150.</p> <p>An immediate family member, employer, coworker, law enforcement officer, roommate, or an individual who has a dating relationship or child in common with the subject of the petition may request, after notice and a hearing, that a court issue a gun violence restraining order prohibiting the possession of a firearm for one to five years. Cal. Penal Code § 18170.</p> <p>A temporary emergency gun violence restraining order may be issued on an ex parte basis if a police officer asserts that the subject poses an immediate and present danger of causing personal injury to themselves or to others by possessing a firearm. The temporary order will expire 21 days from the date the order is issued. Cal. Penal Code § 18125.</p>	<p>A person who possesses a firearm in the school zone of a public or private school providing instruction in kindergarten or grades 1 to 12 shall be punished by imprisonment pursuant to subdivision (h) of section 1170 for two, three, or five years. Cal. Penal Code § 626.9(f).</p> <p>A person who possesses a loaded firearm in the school zone of a public or private university or college without written permission from the university or college shall be punished by imprisonment pursuant to subdivision (h) of section 1170 for two, three, or four years. Cal. Penal Code § 626.9(h).</p> <p>A person who possesses a firearm in the school zone of a public or private university or college without written permission from the university or college shall be punished by imprisonment pursuant to subdivision (h) of section 1170 for one, two, or three years. Cal. Penal Code § 626.9(i).</p> <p>A person who owns or possesses a firearm or ammunition with knowledge that they are prohibited from doing so by a gun violence restraining order is guilty of a misdemeanor and shall be prohibited from having custody or control of, owning, purchasing, possessing, or receiving, or attempting to purchase or receive, a firearm or ammunition for a five-year period, to commence upon the expiration of the existing gun violence restraining order. Cal. Penal Code § 18205(a).</p>

Colorado			PARKING LOT LAW: NO	POSTING LAW: NO	RED FLAG LAW: YES
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>N/A</p> <p>A permit to carry a concealed handgun authorizes the permittee to carry a concealed handgun in all areas of the state, except as specifically limited in this section...Nothing in this part 2 shall be construed to limit, restrict, or prohibit in any manner the existing rights of a private property owner, private tenant, <i>private employer, or private business entity</i> (emphasis added). Colo. Rev. Stat. Ann. § 18-12-214(1)(a), (5).</p>	N/A	<p>The governing board of an institution of higher education may enact an ordinance, resolution, rule, or other regulation that prohibits a person from carrying a concealed handgun in a building or specific area within the board's jurisdiction. Colo. Rev. Stat. Ann. § 18-12-214(1)(c)(I).</p> <p>If a governing board prohibits carrying a concealed handgun in a building or specific area, the governing board shall post signs at the public entrances to the building or specific area informing persons that carrying a concealed handgun is prohibited. Colo. Rev. Stat. Ann. § 18-12-214(1)(c)(II).</p> <p>A permit for concealed carry does not authorize a person to carry a concealed handgun onto the real property of a public elementary, middle, junior high, or high school. Colo. Rev. Stat. Ann. § 18-12-214(3)(b).</p> <p>A permittee may have a handgun on the real property of a public school so long as the handgun remains in his or her vehicle and, if unattended, the handgun is in a compartment within the vehicle and the vehicle is locked. Colo. Rev. Stat. Ann. § 18-12-214(3)(a).</p> <p>A permit issued for concealed carry does not authorize a person to carry a concealed handgun onto the real property of a public college or university if it is prohibited by the governing board of the college or university. Colo. Rev. Stat. Ann. § 18-12-214(3.5).</p>	N/A	<p>A family or household member or a law enforcement officer or agency may request a temporary extreme risk protection order. Colo. Rev. Stat. Ann. § 13-14.5-103(1).</p> <p>A family or household member, a law enforcement officer or agency, or community member may file a petition for an extreme risk protection order. A petition must allege that the individual poses a significant risk of causing personal injury to themselves or others by having in his or her custody or control a firearm or by purchasing, possessing, or receiving a firearm and must be accompanied by an affidavit, signed under oath and penalty of perjury, stating the specific statements, actions, or facts that give rise to a reasonable fear of future dangerous acts by a person. Colo. Rev. Stat. Ann. § 13-14.5-104.</p> <p>A court may issue a temporary extreme risk protection order if it finds by a preponderance of the evidence that a person poses a significant risk of causing personal injury to themselves or others in the near future by having in his or her custody or control a firearm or by purchasing, possessing, or receiving a firearm. Colo. Rev. Stat. Ann. § 13-14.5-103(3).</p> <p>A hearing must be held in person or by telephone on the day the petition for a temporary extreme risk protection order is filed or on the court day immediately following the day the petition is filed. Colo. Rev. Stat. Ann. § 13-14.5-103(4).</p> <p>A court shall schedule a hearing within fourteen days after the issuance of a temporary extreme risk protection order to determine if a three-hundred-sixty-four-day extreme risk protection order should be issued. Colo. Rev. Stat. Ann. § 13-14.5-103(5)(a).</p>	<p>An ordinance, resolution, or other regulation prohibiting a person from carrying a concealed handgun may only impose a civil penalty for a violation and require the person to leave the premises. For a first offence the ordinance, resolution, or other regulation may not impose a fine that exceeds fifty dollars and may not impose a sentence of incarceration. Colo. Rev. Stat. Ann. § 18-12-214(1)(c)(I).</p> <p>It is a discriminatory or unfair employment practice for an employer to terminate an employee for engaging in any lawful activity off the premises of the employer during nonworking hours. An employee may bring a civil action for damages and sue for all wages and benefits that would have been due up to and including the date of the judgement had the discriminatory or unfair employment practice not occurred. Colo. Rev. Stat. Ann. § 24-34-402.5.</p>

Connecticut			PARKING LOT LAW: NO	POSTING LAW: NO	RED FLAG LAW: YES
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>N/A</p> <p>The issuance of any permit to carry a pistol or revolver does not authorize the possession or carrying of a pistol or revolver in any premises where the possession or carrying of a pistol or revolver is otherwise prohibited by law or is prohibited by the person who owns or exercises control over such premises.</p> <p>Conn. Gen. Stat. Ann. § 29-28(e)</p>	N/A	<p>A person is prohibited from possessing a weapon on the grounds of a public or private elementary or secondary school or a school-sponsored activity unless licensed or privileged to do so.</p> <p>Conn. Gen. Stat. Ann. § 53a-217b.</p>	N/A	<p>A state's attorney, assistant state's attorney or any two police officers, having probable cause to believe that a person poses a risk of imminent personal injury to themselves or to another person may make a complaint requesting a judge of the Superior Court to issue a risk protection order prohibiting such person from acquiring or possessing a firearm.</p> <p>A state's attorney, assistant state's attorney, or two police officers may not make such complaint unless they have conducted an independent investigation and determined that probable cause exists.</p> <p>Conn. Gen. Stat. Ann. § 29-38c(a).</p> <p>Any family or household member or medical professional who has a good faith belief that a person poses a risk of imminent personal injury to themselves or to another person may make an application for a risk protection order investigation.</p> <p>Conn. Gen. Stat. Ann. § 29-38c(b)(1).</p> <p>If the court finds that there is a good faith belief that a person poses a risk of imminent person injury to themselves or to another person, the court shall order a risk protection order investigation to determine if the person who is the subject of the application poses such a risk.</p> <p>Conn. Gen. Stat. Ann. § 29-38c(b)(2).</p> <p>The court shall hold a hearing to determine whether the risk protection order should continue to apply no later than fourteen days after the service of the order.</p> <p>Conn. Gen. Stat. Ann. § 29-38c(e).</p>	<p>Possessing a weapon on the grounds of a public or private elementary or secondary school or a school-sponsored activity unless licensed or privileged to do so is a Class D Felony.</p> <p>Conn. Gen. Stat. Ann. § 53a-217b.</p>

Delaware

PARKING LOT LAW: **NO**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	N/A	N/A	N/A	<p>Allows law enforcement officers to request lethal violence protective orders and emergency lethal violence protective orders against individuals whom the officer believes poses an immediate risk of danger causing physical injury to self or others by controlling, purchasing, having access to, or receiving a firearm.</p> <p>10 Del. Code Ann. § 7703(a)(1)</p> <p>Through an emergency order, the court can prohibit the individual from living with others who possess or have access to firearms and the court can direct law enforcement to conduct a search and seizure of any firearms at the individual's residence.</p> <p>10 Del. Code Ann. § 7703(d)(1)-(2)</p>	N/A

Florida

PARKING LOT LAW: YES

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>No employer may prohibit any customer, employee, or invitee from possessing a legally owned firearm when it is lawfully possessed and locked inside or to a private vehicle in a parking lot. Fla. Stat. Ann. § 790.251(4)(a).</p> <p>The search of a private vehicle by an employer to ascertain the presence of a firearm is prohibited. Only on-duty law enforcement personnel, acting in compliance with the constitutional protections, may conduct a search to ascertain the presence of a firearm. Fla. Stat. Ann. § 790.251(4)(b).</p> <p>Employers may not either condition employment upon the fact that an individual either does or does not hold a firearm license or any agreement by the employee not to possess a firearm locked within a private vehicle while parked in a parking lot. No employee or customer may terminate or discriminate against an employee or customer for possessing a firearm so long as the firearm is never exhibited on company property except for lawful defense purposes. Fla. Stat. Ann. § 790.251(c)-(e).</p> <p><i>*Florida Retail Federation v. Attorney General of Florida</i> upheld the statute's constitutionality as applied to employees; it was held unconstitutional as applied to customers. 576 F. Supp. 2d 1301 (N.D. Fla. 2008)</p> <p><i>*Proposed legislation calls for no substantive changes. See S.B. 150, 125th Reg. Sess. (Fla. 2023)</i></p>	<p>N/A</p>	<p>A person shall not possess a firearm, electric weapon or device, destructive device, or other weapon as defined in s. 790.001 at a school-sponsored event, or on the property of any school, school bus, or school bus stop. Fla. Stat. Ann. § 790.115 (2)(a).</p> <p>A person may carry a firearm onto school property in the case of a firearms program, class, or function as part of a school program; a career center having a firearms training range; or in a vehicle, <u>except that school districts may adopt policies to waive this exception.</u> Fla. Stat. Ann. § 790.115 (2)(a)(1)-(3).</p>	<p>It is unlawful to introduce a firearm upon the grounds of a hospital providing mental health services, except as specifically authorized by law or the person in charge of each hospital. Fla. Stat. Ann. § 394.458(1)(a)(3).</p>	<p>A law enforcement officer may file a petition for a risk protection order with the court when the officer sufficiently demonstrates that an individual poses a significant danger of causing personal injury to themselves or others because they possess a firearm. The officer must identify the location of the firearm(s) and must make a good faith effort to provide notice to family or household members of the individual. Fla. Stat. Ann. § 790.401(2)(e)-(f).</p> <p>In issuing the order, the court may consider any acts or threats of violence by the individual within the last 12 months, any history of mental illness, and prior violations of risk protection and no contact orders. Fla. Stat. Ann. § 790.401(3)(c)(1)-(4).</p> <p>If the court finds by clear and convincing evidence that the individual poses a significant danger because he or she possesses a firearm, the court must issue a risk protection order not to exceed 12 months. Fla. Stat. Ann. § 790.401(3)(b).</p> <p>A petitioner may also request a temporary <i>ex-parte</i> risk protection order, which must be heard the day the petition is filed or the next business day thereafter. A temporary <i>ex parte</i> risk protection order ends upon the hearing on the risk protection order. Fla. Stat. Ann. § 790.401(4)(d) & (f).</p>	<p>An employer is not liable in a civil action based on the action or inaction taken in compliance with this section. Fla. Stat. Ann. § 790.251(5)(b).</p> <p>If an employer does violate this section, the Attorney General shall commence a civil or administrative action for damages, injunctive relief and civil penalties, or may negotiate a settlement with any employer on behalf of any person aggrieved under the act. An individual may also bring a private action under the act, and the court may award all reasonable personal costs and losses suffered, including court costs and attorney's fees. Fla. Stat. Ann. § 790.251(6).</p> <p>Notice that the possession of a firearm or weapon as defined in chapter 790 by any student while the student is on school property or in attendance at a school function is grounds for disciplinary action and may also result in criminal prosecution. Simulating a firearm or weapon while playing or wearing clothing or accessories that depict a firearm or weapon or express an opinion regarding a right guaranteed by the Second Amendment to the United States Constitution is not grounds for disciplinary action or referral to the criminal justice or juvenile justice system under this section or s. 1006.13. Fla. Stat. Ann. § 1006.07(g).</p> <p>A person who violates any provision of section 394.458 commits a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s. 775.084. Fla. Stat. Ann. § 394.458.</p>

Georgia

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Employers cannot enforce any policy which authorizes the employer to search the locked privately owned vehicles of employees or invited guests on the employer's parking lot. Ga. Code Ann. § 16-11-135(a).</p> <p>The above provision does not apply to searches based on a warrant, probable cause, or exigent circumstances; vehicles owned or leased by an employer; in situations where accessing the locked vehicle is necessary to prevent an immediate threat to human health, life, or safety; and when an employee consents. Ga. Code Ann. § 16-11-135(c)(1)-(4).</p> <p>Employment cannot be conditioned upon an agreement with a potential employee that prohibits the employee from entering the parking lot if the employee's privately owned vehicle contains a firearm or ammunition that is locked out of sight within the trunk, glove box, or other closed compartment or area in the vehicle, as long as the employee is a lawful weapons carrier. Ga. Code Ann. § 16-11-135(b).</p> <p>Employers who provide employees with a secure parking area which restricts general public access through the use of a gate, security station, security officers, or similar means which limit public access into the parking area, may enact a rule to search vehicles upon entry. Ga. Code Ann. § 16-11-135(d)(1).</p> <p>The Georgia Parking Lot Law does not apply to penal institutions; electric generation facilities or facilities operated by a public utility; certain premises related to national defense; employees who are restricted from carrying based on a prior disciplinary action; where firearm possession is prohibited by state or federal law; parking lots contiguous to natural gas, water, and liquid petroleum facilities; and any area used for parking on a temporary basis. Ga. Code Ann. § 16-11-135(d)(2)-(8).</p>	<p>N/A</p>	<p>It is unlawful for any person to carry or possess any weapon while within a school safety zone, at a school function, or on a bus or other transportation furnished by a school. Ga. Code Ann. § 16-11-127.1(b)(1).</p> <p>The above provision does not apply to a lawful weapons carrier on school premises, at a school function, or on school transportation. It also does not apply to a lawful weapons carrier legally keeping the weapon within a vehicle, locked in a motor vehicle, or in a locked container inside the vehicle being used by an adult over the age of 21 to pick up a student within a school safety zone, at a school function, or on school transportation. Ga. Code Ann. § 16-11-127.1(c)(7)-(8).</p>	<p>N/A</p>	<p>N/A</p>	<p>The Georgia Attorney General enforces actions based on violations of the parking lot law. Ga. Code Ann. § 16-11-135(i).</p> <p>No employer, property owner, or property owner's agent shall be held liable in any criminal or civil action resulting from compliance with the parking lot law unless the employer knew that the person using the firearm would commit such criminal act on the employer's premises. Ga. Code Ann. § 16-11-135(e).</p>

Hawaii			PARKING LOT LAW: YES	POSTING LAW: NO	RED FLAG LAW: YES
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>2023 HI SB 1230 amended Haw. Rev. Stat. Ann. § 134-A to prohibit taking guns into specific areas <i>including adjacent parking areas</i>. These areas include buildings/offices leased by the State or county, healthcare facilities, prison/jail facilities, stadiums, movie theaters, concert halls, public library property, school and college campuses, bars or restaurants serving alcohol, beach, playgrounds, parks, shelter or residential/programmatic facility operated by a government entity or charitable organization, the premises or bank or financial institutions, voter centers, amusement park, aquarium, carnival/circus/fair, museum water park, or zoo. Thus, any employees of these establishments cannot keep guns in their cars if they park in “adjacent parking areas.” Haw. Rev. Stat. Ann. § 134-A(a)(1)-(14).</p>	<p>Hawaii does not currently have a posting law, however, violating a “No Weapons Allowed” sign posted on an establishment is considered a criminal trespass. Haw. Rev. Stat. Ann. § 708-814.</p>	<p>Hawaii prohibits possessing guns in schools, by elementary or secondary school students. See Haw. Rev. Stat. Ann. § 302A-1134(b).</p> <p>A person shall not intentionally, knowingly, or recklessly carry or possess a loaded or unloaded firearm, whether the firearm is concealed or unconcealed, while in any stadium, or any place at which a professional, collegiate, high school, amateur, or student sporting event is being held, including adjacent parking areas; the campus or premises of any public or private community college, college, or university, and adjacent parking areas, including buildings classrooms, laboratories, research facilities, artistic venues, and athletic fields or venues; the campus or premises of any public school, charter school, private school, preschool, summer camp, or child care facility as defined in section 346-151, including adjacent parking areas, but not including: (A) a private residence at which education is provided for children who are related to one another by blood, marriage, or adoption; or (B) a dwelling when not used as a child care facility. Haw. Rev. Stat. Ann. § 134-A(a)(5)&(7)-(8).</p>	<p>A person shall not intentionally, knowingly, or recklessly carry or possess a loaded or unloaded firearm, whether the firearm is operable or not, and whether the firearm is concealed or unconcealed, while in any public or private hospital, mental health facility, nursing home, clinic, medical office, urgent care facility, or other place at which medical or health services are customarily provided, including adjacent parking areas. Haw. Rev. Stat. Ann. § 134-A(a)(2).</p>	<p>Family, household members, and law enforcement officers may petition a court for an <i>ex parte</i> gun violence protective order or a one-year gun violence protective order to remove firearms from an individual who the petitioner believes poses a danger of causing bodily injury to oneself or others. Haw. Rev. Stat. Ann. §§ 134-64, 134-65.</p> <p>Upon issuance of an order, the respondent must voluntarily surrender or dispose of all firearms and ammunition that the respondent owns or possesses, or has in the respondent’s custody or control, in accordance with section 134-7.3(b). Haw. Rev. Stat. Ann. § 134-67(a).</p>	<p>Any child who is found to be in possession of a firearm while at school “shall be excluded from attending school for not less than one year.” Haw. Rev. Stat. Ann. § 302A-1134(b).</p> <p>Criminal trespass in the second degree is a petty misdemeanor. Haw. Rev. Stat. Ann. § 708-814(e)(3).</p> <p>Any person who violates 134-A shall be guilty of a misdemeanor. Haw. Rev. Stat. Ann. § 134-A(f).</p>

Idaho			PARKING LOT LAW: YES	POSTING LAW: NO	RED FLAG LAW: NO
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Civil damages are not recoverable against an employer when the claim arises out of the employer’s policy to specifically allow or not prohibit the lawful storage of firearms by employees in their vehicles on the employer’s premises. Idaho Code Ann. § 5-341.</p> <p>*The intent of this section was to remove liability as an excuse for employers to prohibit firearms in privately owned vehicles.</p>	<p>N/A</p> <p>Though there are no posting laws, and ‘No Guns’ signs do not have force of law on private property, a refusal to leave or disarm when requested is considered trespassing.</p> <p>Additionally, a hotelkeeper has the right to refuse accommodation or evict a person (whether such person is a guest) who seeks to bring firearms into hotel property which may be dangerous to other persons. Idaho Code Ann. § 39-1805 & 1809.</p>	<p>It is illegal and a misdemeanor for any person to possess a firearm/deadly or dangerous weapon while on the property of a school or in those portions of any building/stadium/structure on school grounds which, at the time of the violation, were being used for an activity sponsored by or through a school in this state or while riding school provided transportation. Idaho Code Ann. § 18-3302D(1)(a).</p> <p>But the above does not apply when it is legal to have a firearm in a car in a school parking lot if the individual is: an adult who leaves the firearm in a locked vehicle in a non-threatening manner; anyone in a private vehicle dropping off students or school employees to and from school and/or school activities; or a person or employee of the school who is authorized to carry from the board of trustees of the school district or board. Idaho Code Ann. § 18-3302D(4).</p>	N/A	N/A	<p>Civil damages are not recoverable against an employer when the claim arises out of the employer’s policy to specifically allow or not prohibit the lawful storage of firearms by employees in their vehicles on the employer’s premises. Idaho Code Ann. § 5-341.</p> <p>No action shall lie or be maintained for civil damages in any court of this state against the board of regents of the university of Idaho, the boards of trustees of the state colleges and universities, a dormitory housing commission, the board for career technical education or the boards of trustees of each of the community colleges established under chapter 21, title 33, Idaho Code, where the claim arises out of the policy of the board or commission to either specifically allow or not prohibit the lawful possession and storage of firearms on its property. Idaho Code Ann. § 5-343.</p>

Illinois

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Employers cannot prohibit concealed carry licensees from carrying a firearm on or about their person within a vehicle in the employer's parking lot. The licensee must store the firearm or ammunition in a concealed case within a locked vehicle or locked container out of plain view. 430 Ill. Comp. Stat. Ann. § 66/65(a-10)(b).</p> <p>Employers cannot prohibit employees from carrying concealed firearms in the immediate area surrounding their vehicle within a prohibited parking lot area only for the purpose of storing or retrieving the firearm from the trunk. 430 Ill. Comp. Stat. Ann. § 66/65(a-10)&(b).</p> <p>*The statute was held unconstitutionally overbroad in <i>Solomon v. Cook County Board of Commissioners</i> as applied to the Cook County Forest Preserve, 559 F. Supp. 3d 675 (N.D. Ill. 2021).</p> <p>It is unlawful for any person, except persons who possess a permit to hunt from a vehicle as provided in this Section and persons otherwise permitted by law, to have or carry any gun in or on any vehicle, conveyance, or aircraft, unless such gun is unloaded and enclosed in a case, except that at field trials authorized by Section 2.34 of this Act, unloaded guns or guns loaded with blank cartridges only, may be carried on horseback while not contained in a case, or to have or carry any bow or arrow device in or on any vehicle unless such bow or arrow device is unstrung or enclosed in a case, or otherwise made inoperable unless in accordance with the Firearm Concealed Carry Act. 520 Ill. Comp. Stat. Ann. § 5/2.33(n).</p>	<p>The owner of private real property of any type may prohibit the carrying of concealed firearms on the property under his or her control. The owner must post a sign in accordance with subsection (d) of this Section indicating that firearms are prohibited on the property, unless the property is a private residence.</p> <p>Signs stating that firearms are prohibited must be clearly and conspicuously posted at the entrance of the building, premises or real property specified as a prohibited area, unless the building or premises is a primary residence. Signs shall be of a uniform design as established by the Illinois state police and shall be 4 inches by 6 inches in size. 430 Ill. Comp. Stat. Ann. § 66/65 (a-10) &(d).</p>	<p>Illinois prohibits a concealed carry licensee from carrying a firearm in or onto the premises of a public or private elementary, secondary, or pre-school or childcare facility. 430 Ill. Comp. Stat. Ann. § 66/65(a)(1).</p> <p>However, a licensee may store a firearm or ammunition inside a vehicle in the parking area of a school if the firearm is in a concealed case inside a locked vehicle or container and is out of plain view. 430 Ill. Comp. Stat. Ann. § 66/65(b).</p>	<p>A concealed carry licensee cannot carry a firearm in or onto a public or private hospital or hospital affiliate, mental health facility, or nursing home. 430 Ill. Comp. Stat. Ann. § 66/65(a)(7).</p> <p>However, a licensee may store a firearm or ammunition inside a vehicle in the parking area of a healthcare facility if the firearm is in a concealed case inside a locked vehicle or container and is out of plain view. 430 Ill. Comp. Stat. Ann. § 66/65(b).</p>	<p>Allows a spouse, parent, child, stepchild, blood relative, current roommate, or law enforcement officer to petition a court for a firearms restraining order against an individual who poses an immediate and present danger of causing personal injury to themselves or another person due to possessing or having access to a firearm. 430 Ill. Comp. Stat. Ann. § 67/35(a).</p> <p>The court may issue an ex parte emergency firearm restraining order upon a finding of probable cause, if the petitioner believes the individual poses an immediate danger to himself, herself, or others by having a firearm in his or her possession. 430 Ill. Comp. Stat. Ann. § 67/35(f).</p> <p>If the court issues an ex parte emergency order, it shall, upon a finding of probable cause, issue a search warrant directing law enforcement to search the individual's residence and other places where firearms are likely to be stored. 430 Ill. Comp. Stat. Ann. § 67/35(f-5).</p>	<p>The Illinois State Police, in consultation with and subject to the approval of the Chief Procurement Officer, may procure a single or multiple contracts to implement the provisions of this Act. 430 § Ill. Comp. Stat. Ann. 66/95(a).</p> <p>The Illinois State Police is responsible for adopting rules to implement the provisions of this Act. 430 Ill. Comp. Stat. Ann. § 66/95(b).</p>

Indiana			PARKING LOT LAW: YES	POSTING LAW: NO	RED FLAG LAW: YES
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>An employer cannot adopt a policy that prohibits employees or contract employees from possessing a firearm that is locked in the trunk of an employee’s vehicle, kept in the glove compartment of the employee’s locked vehicle, or stored out of plain sight in the employee’s locked vehicle. Ind. Code Ann. § 34-28-7-2(a).</p> <p>The above provision does not prohibit the adoption or enforcement of a rule that prohibits an employee from possessing a firearm on the property of a childcare institution, private secure facilities, group homes, emergency shelters, postsecondary intuitions, correctional facilities, public utilities, and certain federally controlled property. Ind. Code Ann. § 34-28-7-2(b).</p> <p>Employers cannot require employees or applicants to disclose whether they own or possess firearms or ammunition. An employer may not condition employment, or any rights or benefits offered by the employment upon an agreement with the employee that prohibits the employee from possessing a firearm or ammunition in the employee’s vehicle or otherwise forego lawful ownership, possession, storage, transportation, or use of a firearm or ammunition. Ind. Code Ann. § 34-28-8-6(1)-(2).</p> <p>An employer shall adopt a rule that requires an employee of the person who possesses a firearm on the property of a penal facility to secure the firearm in a locked case and store the firearm in the trunk of the employee’s vehicle, in the glove compartment of the employee’s locked vehicle, or out of plain sight in the employee’s locked vehicle. Ind. Code Ann. § 34-28-7-2(b).</p> <p>An employer may regulate or prohibit the possession of a firearm by an employee during and in the course of the duties of the employee on behalf of the employer or while on the property of the employer and may enforce any regulation or prohibition adopted. Ind. Code Ann. § 34-28-8-9(1)-(2).</p>	N/A	<p>Indiana generally prohibits people, including those who have a license to carry a handgun, from knowing or intentionally possessing a firearm in or on school property, including private and public schools and preschools. Ind. Code Ann. § 35-47-9-2(a)</p> <p>However, it is lawful to possess a gun on school property provided that the person is permitted to legally possess a firearm and the firearm is locked in the trunk, glove box, or stored out of plain sight in the person’s locked vehicle. It is a crime if a person leaves the firearm in plain view inside a vehicle. Ind. Code Ann. § 35-47-9-2(b)-(c).</p>	N/A	<p>A court may issue a warrant to seize a firearm from a dangerous individual if law enforcement provides an affidavit that specifically describes the location of the firearm, and probable cause exists to believe the individual is dangerous and in possession of a firearm. Ind. Code Ann. § 35-47-14-2(a).</p> <p>An officer responsible for seizing a firearm under this statute shall file a search warrant return with the court setting forth the quantity and type of each firearm seized. Beginning July 1, 2021, the court shall provide this information to the office of judicial administration. Ind. Code Ann. § 35-47-14-2(b).</p> <p>*Proposed legislation repeals the above statute (35-47-14-2), modifying the provision concerning a petition to find that an individual is no longer dangerous. See H.B. 1614, 123rd Gen. Assemb., Reg. Sess. (Ind. 2022).</p>	<p>A court does not have jurisdiction over an action brought against an employer where injuries or damages result from the employer’s compliance with the statute. Ind. Code Ann. § 34-28-7-5.</p> <p>Employees may sue employers for violations of the Parking Lot laws for actual damages, court costs, and attorney’s fees. Ind. Code Ann. § 34-28-8-7(a)-(b).</p> <p>Exemplary and punitive damages may be awarded in the case of a knowing and willful violation of the Parking Lot laws, Ind. Code Ann. § 34-28-8-7(b)(1)(C).</p>

Iowa			PARKING LOT LAW: YES	POSTING LAW: NO	RED FLAG LAW: NO
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>The <u>Employee Privacy Act</u> was referred to Labor and Business Relations on March 24, 2022 – if passed, this act would allow employees to keep guns in their vehicle at their place of work. Iowa Senate File 2250</p> <p>A person, except as permitted by law, shall not have or carry a gun in or on a vehicle on a public highway, unless the gun is taken down or totally contained in a securely fastened case, and its barrels and attached magazines are unloaded. Iowa Code Ann. § 483A.36.</p>	N/A	<p>1. As used in this section, “weapons free zone” means the area in or on, or within one thousand feet of, the real property comprising a public or private elementary or secondary school, or in or on the real property comprising a public park. A weapons free zone shall not include that portion of a public park designated as a hunting area under section 461A.42.</p> <p>2. Notwithstanding sections 902.9 and 903.1, a person who commits a public offense involving a firearm or offensive weapon, within a weapons free zone, in violation of this or any other chapter shall be subject to a fine of twice the maximum amount which may otherwise be imposed for the public offense. Iowa Code Ann. § 724.4A(1)(2)</p> <p>1. A person who goes armed with, carries, or transports a firearm of any kind, whether concealed or not, on the grounds of a school commits a class “D” felony. For the purposes of this section, “school” means a public or nonpublic school as defined in section 280.2. Iowa Code Ann. § 724.4B(1)</p>	N/A	N/A	N/A

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Nothing in this act shall be construed to prevent any private employer from restricting or prohibiting by personnel policies persons from carrying a concealed handgun while on the premises of the employer's business or while engaged in the duties of the person's employment by the employer, except that no employer may prohibit possession of a handgun in a private means of conveyance, even if parked on the employer's premises. Kansas Stat. Ann. § 75-7c10(b)</p> <p>(e) No public employer shall restrict or otherwise prohibit by personnel policies any employee, who is legally qualified, from carrying any concealed handgun while engaged in the duties of such employee's employment outside of such employer's place of business, including while in a means of conveyance. Public employers shall not be liable for any wrongful or negligent act of an employee carrying a concealed handgun that is not being carried in the course and scope of such employee's employment, concerning acts or omissions regarding such handguns. Kan. Stat. Ann. § 75-7c10(e).</p>	<p>The carrying of a concealed handgun shall not be prohibited in any building unless such building is conspicuously posted in accordance with rules and regulations adopted by the attorney general. Kansas Stat. Ann. § 75-7c10(a)</p> <p>The attorney general shall adopt rules and regulations prescribing the location, content, size and other characteristics of signs to be posted on a building where carrying a concealed handgun is prohibited pursuant to subsections (a) and (b). Such regulations shall prescribe, at a minimum, that:</p> <p>(1) The signs be posted at all exterior entrances to the prohibited buildings; (2) the signs be posted at eye level of adults using the entrance and not more than 12 inches to the right or left of such entrance; (3) the signs not be obstructed or altered in any way; and (4) signs which become illegible for any reason be immediately replaced. Kansas Stat. Ann. § 75-7c10(j)</p> <p>Requirements for "conspicuously posted": (d) "Conspicuously posted," when used to describe any sign adopted in this regulation, shall mean that the sign meets the following requirements: (1) Has a white background; (2) includes the graphic design that is contained in the documents adopted in this regulation and that meets the following requirements: (A) Depicts the handgun in black ink; (B) depicts the circle with a diagonal slash across the handgun in red ink; and (C) is at least six inches in diameter; (3) contains no text or other markings within the one-inch area surrounding the graphic design; (4) contains no text other than the text specified in the documents adopted in paragraph (c)(2) or in K.A.R. 16-13-1(d); (5) is visible from the exterior of the building and is not obstructed by doors, sliding doorways, displays, or other postings; (6) is posted at the eye level of an adult, which shall mean that the entire sign is between four feet and six feet from the ground; (7) is posted not more than 12 inches to the right or left of each exterior public and nonpublic entrance to the building; and (8) is legible. Each sign that becomes illegible shall be replaced immediately. Kan. Admin. Regs. § 16-11-7</p>	<p>Possessing any firearm by any person, other than a law enforcement officer, in or on any school property or grounds upon which is located a building or structure used by a unified school district or an accredited nonpublic school for student instruction or attendance or extracurricular activities of pupils enrolled in kindergarten or any of the grades one through 12 or at any regularly scheduled school sponsored activity or event whether the person knows or has reason to know that such person was in or on any such property or grounds Kansas Stat. Ann. § 21-6301(11)</p>	<p>Carrying of a handgun shall not be prohibited, except in:</p> <p>(1) Any building located on the grounds of the Kansas state school for the deaf or the Kansas state school for the blind, (2) a state or municipal-owned medical care facility, (3) a state or municipal-owned adult care home, (4) a community mental health center, (5) an indigent health care clinic, (6) any building owned or leased by the authority created under the university of Kansas hospital authority act, any building located within the health care district. Kansas Stat. Ann. § 75-7c20(1)-(6)</p>	<p>N/A</p>	<p><u>K.S.A. 75-7c10</u></p> <p>(c)(1) Any private entity which provides adequate security measures in a private building and which conspicuously posts signage in accordance with this section prohibiting the carrying of a concealed handgun in such building shall not be liable for any wrongful act or omission relating to actions of persons carrying a concealed handgun concerning acts or omissions regarding such handguns.</p> <p>(2) Any private entity which does not provide adequate security measures in a private building and which allows the carrying of a concealed handgun shall not be liable for any wrongful act or omission relating to actions of persons carrying a concealed handgun concerning acts or omissions regarding such handguns.</p> <p>(3) Nothing in this act shall be deemed to increase the liability of any private entity where liability would have existed under the personal and family protection act prior to the effective date of this act. Kansas Stat. Ann. § 75-7c10(c)(1)-(3)</p> <p>No public employer shall restrict or otherwise prohibit by personnel policies any employee, who is legally qualified, from carrying any concealed handgun while engaged in the duties of such employee's employment outside of such employer's place of business, including while in a means of conveyance. Public employers shall not be liable for any wrongful or negligent act of an employee carrying a concealed handgun that is not being carried in the course and scope of such employee's employment, concerning acts or omissions regarding such handguns. Kansas Stat. Ann. § 75-7c10(e)</p>

Kentucky

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>No person, including but not limited to an employer, who is the owner, lessee, or occupant of real property shall prohibit any person who is legally entitled to possess a firearm from possessing a firearm, part of a firearm, ammunition, or ammunition component in a vehicle on the property. Kentucky Rev. Stat. Ann. § 237.106(1)</p> <p>(8) A loaded or unloaded firearm or other deadly weapon shall not be deemed concealed on or about the person if it is located in any enclosed container, compartment, or storage space installed as original equipment in a motor vehicle by its manufacturer, including but not limited to a glove compartment, center console, or seat pocket, regardless of whether said enclosed container, storage space, or compartment is locked, unlocked, or does not have a locking mechanism. No person or organization, public or private, shall prohibit a person from keeping a loaded or unloaded firearm or ammunition, or both, or other deadly weapon in a vehicle in accordance with the provisions of this subsection. Kentucky Rev. Stat. Ann. § 527.020.</p> <p>A private but not a public employer may prohibit employees or other persons holding a concealed deadly weapons license from carrying concealed deadly weapons, or ammunition, or both in vehicles owned by the employer, but may not prohibit employees or other persons holding a concealed deadly weapons license from carrying concealed deadly weapons, or ammunition, or both in vehicles owned by the employee, except that the Justice and Public Safety Cabinet may prohibit an employee from carrying any weapons, or ammunition, or both other than the weapons, or ammunition, or both issued or authorized to be used by the employee of the cabinet, in a vehicle while transporting persons under the employee's supervision or jurisdiction. Kentucky Rev. Stat. Ann. § 237.110(17)</p>	<p>The owner, business or commercial lessee, or manager of a private business enterprise, day-care center as defined in KRS 199.894 or certified or licensed family child-care home as defined in KRS 199.8982, or a health-care facility licensed under KRS Chapter 216B, except facilities renting or leasing housing, may prohibit persons holding concealed deadly weapon licenses from carrying concealed deadly weapons on the premises and may prohibit employees, not authorized by the employer, holding concealed deadly weapons licenses from carrying concealed deadly weapons on the property of the employer. If the building or the premises are open to the public, the employer or business enterprise shall post signs on or about the premises if carrying concealed weapons is prohibited. Possession of weapons, or ammunition, or both in a vehicle on the premises shall not be a criminal offense so long as the weapons, or ammunition, or both are not removed from the vehicle or brandished while the vehicle is on the premises. Kentucky Rev. Stat. Ann. § 237.110(17)</p>	<p>A person is guilty of unlawful possession of a weapon on school property when he knowingly deposits, possesses, or carries, whether openly or concealed, for purposes other than instructional or school-sanctioned ceremonial purposes, or the purposes permitted in subsection (3) of this section, any firearm or other deadly weapon, destructive device, or booby trap device in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field, or any other property owned, used, or operated by any board of education, school, board of trustees, regents, or directors for the administration of any public or private educational institution. The provisions of this section shall not apply to institutions of postsecondary or higher education. Kentucky Rev. Stat. Ann. § 527.070(1)</p>	<p>The owner, business or commercial lessee, or manager of . . . a health-care facility licensed under KRS Chapter 216B . . . may prohibit persons holding concealed deadly weapon licenses from carrying concealed deadly weapons on the premises and may prohibit employees, not authorized by the employer, holding concealed deadly weapons licenses from carrying concealed deadly weapons on the property of the employer. Kentucky Stat. Ann. § 237.110(17)</p>	<p>N/A</p>	<p>An employer that fires, disciplines, demotes, or otherwise punishes an employee who is lawfully exercising a right guaranteed by this section and who is engaging in conduct in compliance with this statute shall be liable in civil damages. An employee may seek and the court shall grant an injunction against an employer who is violating the provisions of this section when it is found that the employee is in compliance with the provisions of this section. Kentucky Rev. Stat. Ann. § 237.106(4)</p> <p>Any attempt by a person or organization, public or private, to violate the provisions of this subsection [527.020] may be the subject of an action for appropriate relief or for damages in a Circuit Court or District Court of competent jurisdiction. Kentucky Rev. Stat. Ann. § 527.020.</p>

Louisiana			PARKING LOT LAW: YES	POSTING LAW: YES	RED FLAG LAW: NO
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Except as provided in Subsection D of this Section, a person who lawfully possesses a firearm may transport or store such firearm in a locked, privately-owned motor vehicle in any parking lot, parking garage, or other designated parking area. Subsection C of this Section. La. Rev. Stat. § 32:292.1(A)</p> <p>No property owner, tenant, public or private employer, or business entity shall prohibit any person from transporting or storing a firearm pursuant to Subsection A of this Section. However, nothing in this Section shall prohibit an employer or business entity from adopting policies specifying that firearms stored in locked, privately-owned motor vehicles on property controlled by an employer or business entity be hidden from plain view or within a locked case or container within the vehicle. La. Rev. Stat. § 32:292.1(C)</p> <p>D. This Section shall not apply to: (1) Any property where the possession of firearms is prohibited under state or federal law. (2) Any vehicle owned or leased by a public or private employer or business entity and used by an employee in the course of his employment, except for those employees who are required to transport or store a firearm in the official discharge of their duties. (3) Any vehicle on property controlled by a public or private employer or business entity if access is restricted or limited through the use of a fence, gate, security station, signage, or other means of restricting or limiting general public access onto the parking area, and if one of the following conditions applies: (a) The employer or business entity provides facilities for the temporary storage of unloaded firearms. (b) The employer or business entity provides an alternative parking area reasonably close to the main parking area in which employees and other persons may transport or store firearms in locked, privately-owned motor vehicles. La. Stat. Ann. § 32:292.1(D)</p>	<p>The provisions of Subsection N of this Section shall not limit the right of a property owner, lessee, or other lawful custodian to prohibit or restrict access of those persons possessing a concealed handgun pursuant to a permit issued under this Section. No individual to whom a concealed handgun permit is issued may carry such concealed handgun into the private residence of another without first receiving the consent of that person. La. Rev. Stat. § 40:1379.3(O)</p>	<p>Carrying a firearm, or dangerous weapon as defined in R.S. 14:2, by a student or nonstudent on school property, at a school sponsored function, or in a firearm-free zone is unlawful and shall be defined as possession of any firearm or dangerous weapon, on one's person, at any time while on a school campus, on school transportation, or at any school sponsored function in a specific designated area including but not limited to athletic competitions, dances, parties, or any extracurricular activities, or within one thousand feet of any school cam La. Rev. Stat. § 14:95.2(A)</p>	<p>It shall be unlawful for any person to introduce or attempt to introduce into or upon the grounds or buildings of any hospital or related facility, except through regular channels as authorized by the administrator of the hospital, any of the following articles which are hereby declared contraband for the purposes of this Section, namely: any firearm or other instrumentality customarily considered a dangerous weapon possessed by a person who is prohibited from possessing the firearm or instrumentality pursuant to state or federal law. La. Rev. Stat. § 14:402.1(A)</p>	<p>N/A</p>	<p>No property owner, tenant, public or private employer, or business entity or their agent or employee shall be liable in any civil action for damages resulting from or arising out of an occurrence involving a firearm transported or stored pursuant to this Section, other than for a violation of La. Rev. Stat. § 32:292.1(B)</p>

Maine			PARKING LOT LAW: YES	POSTING LAW: YES	RED FLAG LAW: YES Yellow Flag
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Firearms in vehicles. An employer or an agent of an employer may not prohibit an employee who has a valid permit to carry a concealed firearm under Title 25, chapter 252 from keeping a firearm in the employee's vehicle as long as the vehicle is locked and the firearm is not visible. This subsection applies to the State as an employer when a state employee's vehicle is on property owned or leased by the State. This subsection does not authorize an employee or state employee to carry a firearm in a place where carrying a firearm is prohibited by law. For purposes of this section, "state employee" means an employee of the State within the executive branch, the legislative branch or the judicial branch performing services within the scope of that employee's employment. Me. Rev. Stat. tit. 26, § 600(1)</p>	<p>1. A person is guilty of criminal trespass if, knowing that that person is not licensed or privileged to do so, that person: C. Enters any place from which that person may lawfully be excluded and that is posted in accordance with subsection 4 or in a manner reasonably likely to come to the attention of intruders or that is fenced or otherwise enclosed in a manner designed to exclude intruders. Violation of this paragraph is a Class E crime; 4. For the purposes of subsection 1, paragraph C, property is posted if it is marked with signs or paint in compliance with this subsection. Proof that any posted sign or paint marking is actually seen by an intruder gives rise to a permissible inference under the Maine Rules of Evidence, Rule 303 that such posted sign or paint marking is posted in a manner reasonably likely to come to the attention of intruders. Me. Rev. Stat. tit. 17-A, § 402</p>	<p>A person may not possess a firearm on public school property or the property of an approved private school or discharge a firearm within 500 feet of public school property or the property of an approved private school. 20-A Maine Rev. Stat. Ann. § 6552(1)</p>	<p>N/A</p>	<p>Yellow Flag Law - The restricted person, after notice under paragraph B:</p> <p>(1) Is prohibited from possessing, controlling, acquiring or attempting to possess, control or acquire a dangerous weapon pending the outcome of a judicial hearing;</p> <p>(2) Shall immediately and temporarily surrender any weapons possessed, controlled or acquired by the restricted person to a law enforcement officer who has authority in the jurisdiction in which the weapons are located pending the outcome of a judicial hearing. 34-B Maine Rev. Stat. Ann. § 3862-A(4)</p>	<p>An employer or an agent of an employer may not be held liable in any civil action for damages, injury or death resulting from or arising out of another person's actions involving a firearm or ammunition transported or stored pursuant to this section, including, but not limited to, the theft of a firearm from an employee's vehicle, unless the employer or an agent of the employer intentionally solicited or procured the other person's injurious actions. Nothing in this section affects provisions in the Maine Workers' Compensation Act of 1992. Me. Rev. Stat. Tit. 26, §600(2)</p>

Maryland			PARKING LOT LAW: YES	POSTING LAW: NO	RED FLAG LAW: YES
MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>(1) Except as provided in subsection (b) of this section, a person may not:</p> <p>(i) wear, carry, or transport a handgun, whether concealed or open, on or about the person;</p> <p>(ii) wear, carry, or knowingly transport a handgun, whether concealed or open, in a vehicle traveling on a road or parking lot generally used by the public, highway, waterway, or airway of the State Maryland Code, Criminal Law, § 4-203(a)</p>	N/A	<p>Except as provided in subsection (b) of this section, a person may not:</p> <p>(iii) violate item (i) or (ii) of this paragraph while on public school property in the State Maryland Code, Criminal Law, § 4-203(a)(iii)</p> <p>A person may not carry or possess a firearm, knife, or deadly weapon of any kind on public school property. Maryland Code, Criminal Law, § 4-102(b)</p>	N/A	<p>When a petition is filed with a District Court commissioner under § 5-602(b)(2) of this subtitle, the commissioner may enter an interim extreme risk protective order to prohibit the respondent from possessing a firearm if the commissioner finds that there are reasonable grounds to believe that the respondent poses an immediate and present danger of causing personal injury to the respondent, the petitioner, or another by possessing a firearm. Maryland Code, Public Safety, § 5-603(a)(1)</p>	<p>A person who violates this section is guilty of a misdemeanor and on conviction is subject to the penalties provided in this subsection Maryland Code, Criminal Law, § 4-203(c)(1)</p> <p>A petitioner who, in good faith, files a petition under this subtitle is not civilly or criminally liable for filing the petition. Maryland Code, Public Safety, § 5-602(d)</p>

Massachusetts

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Whoever, except as provided or exempted by statute, knowingly has in his possession; or knowingly has under his control in a vehicle; a firearm, loaded or unloaded, as defined in section one hundred and twenty-one of chapter one hundred and forty without either:</p> <p>(1) being present in or on his residence or place of business; or (2) having in effect a license to carry firearms issued...shall be punished by imprisonment in the state prison for not less than two and one-half years nor more than five years, or for not less than 18 months nor more than two and one-half years in a jail or house of correction. Mass. Gen. Laws Ann. 269 § 10(a)</p> <p>(a) No person carrying a loaded firearm under a license issued pursuant to section 131 or 131F shall carry the loaded firearm in a vehicle unless the loaded firearm while carried in the vehicle is under the direct control of the person. Whoever violates this subsection shall be punished by a fine of \$500. (b) No person possessing a large capacity rifle or shotgun under a license issued pursuant to section 131 or 131F shall possess the large capacity rifle or shotgun in a vehicle unless the large capacity rifle or shotgun is unloaded and contained within the locked trunk of the vehicle or in a locked case or other secure container. Whoever violates this subsection shall be punished by a fine of not less than \$500 nor more than \$5,000. Mass. Gen. Laws Ann. 140 § 131C(a)-(b)</p>	<p>N/A</p>	<p>For the purposes of this paragraph, "firearm" shall mean any pistol, revolver, rifle or smoothbore arm from which a shot, bullet or pellet can be discharged.</p> <p>Whoever, not being a law enforcement officer and notwithstanding any license obtained by the person pursuant to chapter 140, carries on the person a firearm, loaded or unloaded, or other dangerous weapon in any building or on the grounds of any elementary or secondary school, college or university without the written authorization of the board or officer in charge of the elementary or secondary school, college or university shall be punished by a fine of not more than \$1,000 or by imprisonment for not more than 2 years or both. A law enforcement officer may arrest without a warrant and detain a person found carrying a firearm in violation of this paragraph.</p> <p>Any officer in charge of an elementary or secondary school, college or university or any faculty member or administrative officer of an elementary or secondary school, college or university that fails to report a violation of this paragraph shall be guilty of a misdemeanor and punished by a fine of not more than \$500. Mass. Gen. Laws Ann. 269 § 10(j)</p>	<p>N/A</p>	<p>A petitioner who believes that a person holding a license to carry firearms or a firearm identification card may pose a risk of causing bodily injury to self or others may, on a form furnished by the court and signed under the pains and penalties of perjury, file a petition in court. Mass. Gen. Laws Ann. 140 § 131R(a)</p> <p>(d) Upon granting a petition, the court shall issue an extreme risk protection order and shall order the respondent to surrender any licenses to carry firearms, firearms identification cards and all firearms, rifles, shotguns, machine guns, weapons and ammunition which the respondent then controls, owns or possesses, to the licensing authority of the municipality where the respondent resides. The court shall enter written findings as to the basis of its order within 24 hours of granting the order. The court may modify, suspend or terminate its order at any subsequent time upon motion by either party; provided, however, that due notice shall be given to the respondent and petitioner, and the court shall hold a hearing on said motion. When the petitioner's address is confidential to the respondent as provided in subsection (d) of section 131R and the respondent has filed a motion to modify the court's order, the court shall be responsible for notifying the petitioner. In no event shall the court disclose any such confidential address. Mass. Gen. Laws Ann. 140, § 131S(d)</p>	<p>A conviction of a violation of this section shall be reported immediately by the court or magistrate to the licensing authority. The licensing authority shall immediately revoke the firearm identification card or license of the person convicted of a violation of this section. No new firearm identification card or license may be issued to a person convicted of a violation of this section until 1 year after the date of revocation of the firearm identification card or license Mass. Gen. Laws Ann. 140 § 131C(d)</p>

Michigan

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>A licensed person shall not carry a concealed pistol in a vehicle operated or occupied by the person. However, a licensed person may carry a concealed pistol in his or her dwelling house, place of business, or on other land possessed by the person. Mich. Comp. Laws Ann. § 750.227(2).</p> <p>(2) Except as provided in subsection (3), an employer shall not prohibit an employee from doing either of the following: (a) Applying for or receiving a license to carry a concealed pistol under this act; (b) Carrying a concealed pistol in compliance with a license under this act. This subdivision does not prohibit an employer from prohibiting an employee from carrying a concealed pistol in the course of his or her employment with that employer. Mich. Comp. Laws Ann. § 28.425n.</p>	<p>N/A</p>	<p>An individual licensed to carry a concealed pistol, shall not carry a concealed pistol on the premises of a school or school property. Except that a parent or legal guardian of a student of the school is not precluded from carrying a concealed pistol while in a vehicle on school property, if he or she is dropping the student off at the school or picking up the student from the school. Mich. Comp. Laws Ann. § 28.425o(1)(a)</p> <p>An individual licensed to carry a concealed pistol, shall not carry a concealed pistol on the premises of a public or private childcare center or day care center, public or private child caring institution, or public or private child placing agency. Mich. Comp. Laws Ann. § 28.425o(1)(b).</p>	<p>An individual to licensed to carry a concealed pistol, shall not carry a concealed pistol on the premises of a hospital. Mich. Comp. Laws Ann. § 28.425o(1)(g).</p> <p>Except as provided in subsection (2), a person shall not possess a firearm on the premises of any of the following: (g) A hospital. Mich. Comp. Laws. Ann. § 750.234d(1)(g).</p>	<p>N/A</p>	<p>A person who violates this section is guilty of a felony, punishable by imprisonment for not more than 5 years, or by a fine of not more than \$2,500.00. Mich. Comp. Laws Ann. § 750.227(3).</p>

Minnesota

PARKING LOT LAW: YES

POSTING LAW: YES

RED FLAG LAW: NO
*red flag package passed legislature
but is not law yet*

MAIN PROVISIONS OF PARKING LOT LAW

MAIN PROVISIONS OF POSTING LAW

EDUCATION-SPECIFIC PROVISIONS

HC PROVISIONS

RED FLAG LAW

PENALTIES / LIABILITY EXEMPTIONS

An employer (both public or private) may establish policies that restrict the carry or possession of firearms by its employees while acting in the course and scope of employment. Employment related civil sanctions may be invoked for a violation.
Minn. Stat. Ann. § 624.714(18)(a).

Notwithstanding paragraphs (a) and (b), an employer or a postsecondary institution may not prohibit the lawful carry or possession of firearms in a parking facility or parking area.
Minn. Stat. Ann. § 624.714(18)(c).

A person carrying a firearm under a permit or otherwise who remains at a private establishment knowing that the operator of the establishment or its agent has made a reasonable request that firearms not be brought into the establishment may be ordered to leave the premises. A person who fails to leave when so requested is guilty of a petty misdemeanor. The fine for a first offense must not exceed \$25. A firearm carried in violation of this subdivision is not subject to forfeiture.
Minn. Stat. Ann. § 624.714(17)(a).

List of defined terms used in this subdivision.

(1) "Reasonable request" means a request made under the following circumstances:

(i) the requester has prominently posted a conspicuous sign at every entrance to the establishment containing the following language: "(INDICATE IDENTITY OF OPERATOR) BANS GUNS IN THESE PREMISES."; or

(ii) the requester or the requester's agent personally informs the person that guns are prohibited in the premises and demands compliance.

(2) "Prominently" means readily visible and within four feet laterally of the entrance with the bottom of the sign at a height of four to six feet above the floor.

(3) "Conspicuous" means lettering in black arial typeface at least 1- ½ inches in height against a bright contrasting background that is at least 187 square inches in area.

(4) "Private establishment" means a building, structure, or portion thereof that is owned, leased, controlled, or operated by a nongovernmental entity for a nongovernmental purpose.
Minn. Stat. Ann. § 624.714(17)(b).

A public postsecondary institution may establish policies that restrict the carry or possession of firearms by its students while on the institution's property. Academic sanctions may be invoked for a violation.
Minn. Stat. Ann. § 624.714(18)(b).

Notwithstanding paragraphs (a) and (b), an employer or a postsecondary institution may not prohibit the lawful carry or possession of firearms in a parking facility or parking area.
Minn. Stat. Ann. § 624.714(18)(c).

N/A

N/A

Note: In May 2023, Minnesota legislature approved a public safety package that includes a "red flag" law. Governor Tim Walz has stated he plans to sign the bill into law. Under the "red flag" provision, a family member, current or former spouse, roommate, mental health provider or law enforcement official could petition a judge to approve taking firearms from someone who "poses a significant danger" of harming others or is at risk of suicide.

A person, other than a peace officer, as defined in section 626.84, subdivision 1, who carries, holds, or possesses a pistol in a motor vehicle, snowmobile, or boat, or on or about the person's clothes or the person, or otherwise in possession or control in a public place, as defined in section 624.7181, subdivision 1, paragraph (c), without first having obtained a permit to carry the pistol is guilty of a gross misdemeanor. A person who is convicted a second or subsequent time is guilty of a felony.
Minn. Stat. Ann. § 624.714(1a).

Mississippi

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Except as otherwise provided this section, a public or private employer may not establish, maintain, or enforce any policy or rule that has the effect of prohibiting a person from transporting or storing a firearm in a locked vehicle in any parking lot, parking garage, or other designated parking area. Miss. Code. Ann. § 45-9-55(1).</p> <p>(2) A private employer may prohibit an employee from transporting or storing a firearm in a vehicle in a parking lot, parking garage, or other parking area the employer provides for employees to which access is restricted or limited through the use of a gate, security station or other means of restricting or limiting general public access onto the property.</p> <p>(3) This section shall not apply to vehicles owned or leased by an employer and used by the employee in the course of his business.</p> <p>(4) This section does not authorize a person to transport or store a firearm on any premises where the possession of a firearm is prohibited by state or federal law. Miss. Code. Ann. § 45-9-55 (West)</p>	<p>Carrying a stun gun, concealed pistol, or revolver may be prohibited in any place in the discretion of the person or entity exercising control over the physical location of such place by the placing of a written notice clearly readable at a distance of not less than ten (10) feet that the "carrying of a pistol or revolver is prohibited." Miss. Code. Ann. § 45-9-101(13).</p>	<p>Carrying a stun gun, concealed pistol, or revolver (except by a law enforcement officer) is not allowed in: any school, college or professional athletic event not related to firearms; any elementary or secondary school facility; any junior college, community college, college or university facility, and any place where the carrying of firearms is prohibited by federal law. Miss. Code. Ann. § 45-9-101(13).</p>	<p>N/A</p>	<p>N/A</p>	<p>Miss. Code Ann. § 45-9-55(1) creates a private right of action for an employee terminated or disciplined for storing a gun in a parking lot. <i>Swindol v. Aurora Flight Sciences Corp.</i>, 194 So.3d 847 (Miss. 2016).</p> <p>Employer Immunity: A public or private employer shall not be liable in a civil action for damages resulting from or arising out of an occurrence involving the transportation, storage, possession or use of a firearm covered by this section. Miss. Code. Ann. § 45-9-55(5).</p>

Missouri

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>A concealed carry permit . . . shall authorize the person in whose name the permit or endorsement is issued to carry concealed firearms on or about his or her person or vehicle throughout the state. Mo. Ann. Stat. § 571.107.1.</p> <p>Possession of a firearm in a vehicle on the premises shall not be a criminal offense so long as the firearm is not removed from the vehicle or brandished while the vehicle is on the premises. An employer may prohibit employees or other persons holding a concealed carry permit or endorsement from carrying a concealed firearm in vehicles owned by the employer; Mo. Rev. Stat. § 571.107.1(15)</p> <p>The state shall not prohibit any state employee from having a firearm in the employee's vehicle on the state's property provided that the vehicle is locked and the firearm is not visible. This subsection shall only apply to the state as an employer when the state employee's vehicle is on property owned or leased by the state and the state employee is conducting activities within the scope of his or her employment. For the purposes of this subsection, "state employee" means an employee of the executive, legislative, or judicial branch of the government of the state of Missouri. Mo. Ann. Stat. § 571.030.6.</p>	<p>No concealed carry permit shall authorize any person to carry concealed firearms into:</p> <p>(15) Any private property where the private property owner has posted the premises as being off-limits to concealed firearms by means of one or more signs displayed in a conspicuous place of a minimum size of eleven inches by fourteen inches with the writing thereon in letters of not less than one inch. The owner, business or commercial lessee, manager of a private business enterprise, or any other organization, entity, or person may prohibit persons holding a concealed carry permit or endorsement from carrying concealed firearms on the premises and may prohibit employees, not authorized by the employer, holding a concealed carry permit or endorsement from carrying concealed firearms on the property of the employer. If the building or the premises are open to the public, the employer of the business enterprise shall post signs on or about the premises if carrying a concealed firearm is prohibited. Mo. Ann. Stat. § 571.107.1(15).</p>	<p>Nothing in this section shall make it unlawful for a student to actually participate in school-sanctioned gun safety courses, student military or ROTC courses, or other school-sponsored or club-sponsored firearm-related events. Mo. Ann. Stat. § 571.030.7.</p> <p><u>Exception:</u> provided the student does not carry a firearm or other weapon readily capable of lethal use into any school, onto any school bus, or onto the premises of any other function or activity sponsored or sanctioned by school officials or the district school board. Mo. Ann. Stat. § 571.030.7.</p> <p>No concealed carry permit issued shall authorize any person to carry concealed firearms into any higher education institution or elementary or secondary school facility without the consent of the governing body of the higher education institution or a school official or the district school board, unless the person with the concealed carry endorsement or permit is a teacher or administrator of an elementary or secondary school who has been designated by his or her school district as a school protection officer and is carrying a firearm in a school within that district, in which case no consent is required. Mo. Ann. Stat. § 571.107.1(10).</p> <p>NOTE: Possession of a firearm in a vehicle on the premises of any higher education institution or elementary or secondary school facility shall not be a criminal offense so long as the firearm is not removed from the vehicle or brandished while the vehicle is on the premises. Mo. Ann. Stat. § 571.107.1(10).</p> <p>No concealed carry permit issued shall authorize any person to carry concealed firearms into any portion of a building used as a childcare facility without the consent of the manager. Nothing in this subdivision shall prevent the operator of a childcare facility in a family home from owning or possessing a firearm or a concealed carry permit or endorsement. Mo. Ann. Stat. § 571.107.1(11).</p>	<p>Possession of a firearm in a vehicle on the premises of any hospital accessible by the public shall not be a criminal offense so long as the firearm is not removed from the vehicle or brandished while the vehicle is on the premises. Mo. Ann. Stat. § 571.107.1(17).</p>	<p>N/A</p>	<p>Statutes do not address any employer exemptions from liability.</p> <p>A person commits the crime of unlawful use of weapons under: Subdivision (2), (3), (4), or (11) of subsection 1 of this section shall be guilty of a class E felony. Mo. Ann. Stat. § 571.030.8(1).</p> <p>A person commits the crime of unlawful use of weapons under: Subdivision (1), (6), (7), or (8) of subsection 1 of this section shall be guilty of a class B misdemeanor, except when a concealed weapon is carried onto any private property whose owner has posted the premises as being off-limits to concealed firearms by means of one or more signs displayed in a conspicuous place of a minimum size of eleven inches by fourteen inches with the writing thereon in letters of not less than one inch. In which case the penalties of subsection 2 of section 571.107 shall apply. Mo. Ann. Stat. § 571.030.8(1).</p> <p>Carrying a concealed firearm in a location specified in subdivisions (1) to (17) of subsection 1 of this section shall not be a criminal act but may subject the person to denial to the premises or removal from the premises. If such person refuses to leave the premises and a peace officer is summoned, such person may be issued a citation for an amount not to exceed one hundred dollars for the first offense. Mo. Ann. Stat. § 571.107.2.</p> <p>If a second citation for a similar violation occurs within a six-month period, such person shall be fined an amount not to exceed two hundred dollars and his or her permit, and, if applicable, endorsement to carry concealed firearms shall be suspended for a period of one year. Mo. Ann. Stat. § 571.107.2.</p> <p>If a third citation for a similar violation is issued within one year of the first citation, such person shall be fined an amount not to exceed five hundred dollars and shall have his or her concealed carry permit, and, if applicable, endorsement revoked, and such person shall not be eligible for a concealed carry permit for a period of three years. Mo. Ann. Stat. § 571.107.2.</p> <p>Upon conviction of charges arising from a citation issued pursuant to this subsection, the court shall notify the sheriff of the county. The sheriff shall suspend or revoke the concealed carry permit or, if applicable, the certificate of qualification for a concealed carry endorsement. If the person holds an endorsement, the department of revenue shall issue a notice of such suspension or revocation of the concealed carry endorsement and take action to remove the concealed carry endorsement from the individual's driving record. Mo. Ann. Stat. § 571.107.2.</p>

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>N/A</p>	<p>A person with a current and valid permit issued pursuant to 45-8-321 or [45-8-3X1] [as enacted by Laws 2023, ch. 526] or recognized pursuant to 45-8-329 may not be prohibited or restricted from exercising that permit anywhere in the state, except: (6) on private property where the owner of the property or the person who possesses or is in control of the property, including a tenant or lessee of the property, expressly prohibits firearms; Mont. Code Ann. § 45-8-356 (note: unconstitutional as applied to Board of Regents of Higher Education. <i>See Bd. of Regents of Higher Educ. V. State by and through Knudsen</i>, 512 P.3d 748, 756 (Mont. 2022).</p> <p>No gun signs do not have the force of law on private property. § 45-8-356 makes no mention of signage even though it does allow restricting the ability to carry on private property where the owner forbids it.</p>	<p>A person commits the offense of possession of a weapon in a school building if the person purposely and knowingly possesses, carries, or stores a weapon in a school building. Mont. Code Ann. § 45-8-361(1).</p> <p>A parent or guardian of a minor commits the offense of allowing possession of a weapon in a school building if the parent or guardian purposely and knowingly permits the minor to possess, carry, or store a weapon in a school building. Mont. Code Ann. § 45-8-361(2).</p> <p>Exception: Subsection (1) does not apply to law enforcement personnel or to a school marshal in the school district where the school marshal is contracted or employed. The trustees of a district may grant persons and entities advance permission to possess, carry, or store a weapon in a school building. Mont. Code Ann. § 45-8-361(3).</p> <p>A person with a current and valid permit may not be prohibited or restricted from exercising that permit anywhere in the state, except: in a school building as determined by a school board pursuant to 45-8-361. Mont. Code Ann. § 45-8-356 (note: unconstitutional as applied to Board of Regents of Higher Education. <i>See Bd. of Regents of Higher Educ. V. State by and through Knudsen</i>, 512 P.3d 748, 756 (Mont. 2022).</p> <p>The board of regents and all university system employees subject to the authority of the board of regents are prohibited from enforcing or coercing compliance with any rule or regulation that diminishes or restricts the rights of the people to keep or bear arms as reserved to them in Article II of the Montana constitution. Mont. Code Ann. § 45-8-357 (note: unconstitutional as applied to Board of Regents of Higher Education. <i>See Bd. of Regents of Higher Educ. V. State by and through Knudsen</i>, 512 P.3d 748, 756 (Mont. 2022)</p> <p>Except as provided in subsection (2), the board of regents and any unit of the university system may not regulate, restrict, or place an undue burden on the possession, transportation, or storage of firearms on or within university system property by a person eligible to possess a firearm.</p> <p>The board of regents or a unit of the university system may prohibit or regulate the following: (a) the discharge of a firearm (b) the removal of a firearm from a gun case or holster (c) the pointing of a firearm at another person (d) the carrying of a firearm outside of a domicile on campus (e) the failure to secure a firearm with a locking device (f) the possession or storage of a firearm in an on-campus dormitory or housing unit without the express permission of any roommate (g) the possession or storage of a firearm by any individual who has a history of adjudicated university system discipline arising out of the individual's interpersonal violence or substance abuse; (h) the possession of a firearm at an event on campus where campus authorities have authorized alcohol to be served (i) the possession of a firearm at an athletic or entertainment event open to the public Mont. Code Ann. § 45-8-358 (note: unconstitutional as applied to Board of Regents of Higher Education. <i>See Bd. of Regents of Higher Educ. V. State by and through Knudsen</i>, 512 P.3d 748, 756 (Mont. 2022)</p>	<p>A person with a current and valid permit may not be prohibited or restricted from exercising that permit anywhere in the state, except: a treatment facility operated by or contracted with the department of corrections or a secure treatment facility operated by the department of public health and human services. Mont. Code Ann. § 45-8-356. (note: unconstitutional as applied to Board of Regents of Higher Education. <i>See Bd. of Regents of Higher Educ. V. State by and through Knudsen</i>, 512 P.3d 748, 756 (Mont. 2022).</p>	<p>N/A</p>	<p>A person convicted under this section shall be fined an amount not to exceed \$500, imprisoned in the county jail for a term not to exceed 6 months, or both. The court shall consider alternatives to incarceration that are available in the community. Mont. Code Ann. § 45-8-361(4(a)).</p> <p>A weapon in violation of this section may be seized and, upon conviction of the person possessing or permitting possession of the weapon, may be forfeited to the state or returned to the lawful owner. Mont. Code Ann. § 45-8-361(4)(b)(i)</p> <p>If a weapon seized under the provisions of this section is subsequently determined to have been stolen or otherwise taken from the owner's possession without permission, the weapon must be returned to the lawful owner. Mont. Code Ann. § 45-8-361(4)(b)(ii).</p> <p>Any person that suffers deprivation of rights enumerated under 45-8-353 through 45-8-358 has a cause of action against any governmental entity, as defined in 2-9-101. The cause of action must be filed in district court. If a person asserting a deprivation of rights prevails, the person may be awarded reasonable costs, attorney fees, and damages. Mont. Code Ann. § 45-8-359</p>

Nebraska

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Any person, other than a minor or a prohibited person, may carry a concealed handgun anywhere in Nebraska, with or without a concealed handgun permit. 2023 Neb. Laws L.B. 77; Neb. Rev. Stat. Ann. § 69-2441(1).</p> <p>Exceptions: An employer may prohibit employees or other persons who are permitholders from carrying concealed handguns in vehicles owned by the employer. 2023 Neb. Laws L.B. 77; Neb. Rev. Stat. Ann. § 69-2441(7).</p>	<p>If an employer in control of the place or premises prohibits the carrying of concealed handguns into or onto the place or premises and such place or premises are open to the public, a person does not violate this section unless the person, persons, entity, or entities in control of the place or premises or employer in control of the place or premises has posted conspicuous notice that carrying a concealed handgun is prohibited in or on the place or premises or has made a request, directly or through an authorized representative or management personnel, that the person remove the concealed handgun from the place or premises. 2023 Neb. Laws L.B. 77; Neb. Rev. Stat. Ann. § 69-2441(5)</p>	<p>People may not carry a concealed handgun into or onto a public school district, a sponsored activity or athletic event of any public, private, denominational, or parochial elementary, vocational, or secondary school, a private postsecondary career school, a community college, a public/private college, a junior college, or a university. 2023 Neb. Laws L.B. 77; Neb. Rev. Stat. Ann. § 69-2441(3)</p>	<p>People may not carry a concealed handgun into or onto a hospital, emergency room, or trauma center. 2023 Neb. Laws L.B. 77; Neb. Rev. Stat. Ann. § 69-2441 (3).</p>	<p>N/A</p>	<p>A violation of this section is a Class III misdemeanor for a first offense and a Class I misdemeanor for any second or subsequent offense. Neb. Rev. Stat. Ann. § 69-2443(8).</p>

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>It is illegal to carry a loaded rifle or shotgun in/on a vehicle standing or driving on a public highway or any other way open to the public. Nev. Rev. Stat. Ann. § 503.165.</p>	<p>A permittee shall not carry a concealed firearm while the permittee is on the premises of a public building that has a metal detector at each public entrance or a sign posted at each public entrance indicating that no firearms are allowed in the building, unless the permittee is not prohibited from carrying a concealed firearm while he or she is on the premises of the public building pursuant to subsection. Nev. Rev. Stat. Ann. § 202.3673(3)(b).</p>	<p>Except as otherwise provided in this section, a person shall not carry or possess while on the property of the Nevada System of Higher Education, a private or public school or childcare facility, or while in a vehicle of a private or public school or childcare facility: (e) A pneumatic gun; (f) A pistol, revolver or other firearm; or Nev. Rev. Stat. Ann. § 202.265(1). Any person who violates subsection 1 is guilty of a gross misdemeanor. Nev. Rev. Stat. Ann. § 202.265(2). The provisions of this section apply to a childcare facility located at or in the home of a natural person only during the normal hours of business of the facility. Nev. Rev. Stat. Ann. § 202.265(4). For the purposes of this section: "Childcare facility" means any childcare facility that is licensed pursuant to chapter 432A of NRS or licensed by a city or county. Nev. Rev. Stat. Ann. § 202.265(5)(a).</p>	<p>N/A</p>	<p>See NRS 33.500 – NRS 33.670.</p> <p>High-risk behavior occurs when a person: (a) Uses, attempts to use or threatens the use of physical force against another person; (b) Communicates a threat of imminent violence toward himself or herself or against another person; (c) Commits an act of violence directed toward himself or herself or another person; (d) Engages in a pattern of threats of violence or acts of violence against himself or herself or another person, including, without limitation, threats of violence or acts of violence that have caused another person to be in reasonable fear of physical harm to himself or herself; (e) Exhibits conduct which a law enforcement officer reasonably determines would present a serious and imminent threat to the safety of the public; (f) Engages in conduct which presents a danger to himself or herself or another person while: (1) In possession, custody or control of a firearm; or (2) Purchasing or otherwise acquiring a firearm; (g) Abuses a controlled substance or alcohol while engaging in high-risk behavior as described in this section; or (h) Acquires a firearm or other deadly weapon within the immediately preceding 6 months before the person otherwise engages in high-risk behavior as described in this section. Nev. Rev. Stat. Ann. § 33.550(1)(a)-(g).</p> <p>For the purposes of this section, a person shall be deemed to engage in high-risk behavior if he or she has previously been convicted of: (a) Violating a temporary or extended order for protection against domestic violence issued pursuant to NRS 33.020; (b) Violating a temporary or extended order for protection against sexual assault issued pursuant to NRS 200.378; or (c) A crime of violence, as defined in NRS 200.408, punishable as a felony. Nev. Rev. Stat. Ann. § 33.550(2)(a)-(b).</p> <p>A law enforcement officer who has probable cause to believe that a person poses an imminent risk of causing a self-inflicted injury or a personal injury to another person by possessing, controlling, purchasing or otherwise acquiring any firearm may file a verified application for an order for protection against high-risk behavior. Nev. Rev. Stat. Ann. § 33.560(1).</p> <p>A family or household member who reasonably believes that a person poses an imminent risk of causing a self-inflicted injury or a personal injury to another person by possessing, controlling, purchasing or otherwise acquiring any firearm may file a verified application for an order for protection against high-risk behavior. Nev. Rev. Stat. Ann. § 33.560(2).</p> <p>The court shall issue an emergency order if the court finds by a preponderance of the evidence from facts shown by a verified application filed pursuant to NRS 33.560: (a) That a person poses an imminent risk of causing a self-inflicted injury or a personal injury to another person by possessing, controlling, purchasing or otherwise acquiring any firearm; (b) The person engaged in high-risk behavior; and (c) Less restrictive options have been exhausted or are not effective.</p> <p>The court may require the person who filed the verified application or the adverse party, or both, to appear before the court before determining whether to issue an emergency order.</p> <p>An emergency order may be issued with or without notice to the adverse party. Nev. Rev. Stat. Ann. § 33.570(1)(a)-(c).</p> <p>If a court issues an emergency order at a hearing, the emergency order expires within such time as the court fixes, not to exceed 7 calendar days from the date that the verified application was filed by the applicant. Nev. Rev. Stat. Ann. § 33.575.</p>	<p>Whether or not a violation of an emergency or extended order occurs in the presence of a law enforcement officer, the officer may arrest and take into custody an adverse party: (a) With a warrant; or (b) Without a warrant if the officer has probable cause to believe that: (1) An order has been issued pursuant to NRS 33.570 or 33.580 against the adverse party; (2) The adverse party has been served with a copy of the order; and (3) The adverse party is acting in violation of the order. Nev. Rev. Stat. Ann. § 33.630(1)(a)-(b).</p> <p>A person shall not file a verified application for an emergency or extended order: (a) Which the person knows or has reason to know is false or misleading; or (b) With the intent to harass the adverse party.</p> <p>A person who violates the provisions of subsection 1 is guilty of a misdemeanor. Nev. Rev. Stat. Ann. § 33.660.</p> <p>A person who intentionally violates an emergency or extended order is, unless a more severe penalty is prescribed by law for the act that constitutes the violation of the order, guilty of a misdemeanor. Nev. Rev. Stat. Ann. § 33.670.</p>

New Hampshire

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: NO

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	N/A	N/A	N/A	N/A	N/A

New Jersey

PARKING LOT LAW: YES

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>It is illegal to bring a gun into any part of the buildings, grounds, or parking area of private property, including but not limited to residential, commercial, industrial, agricultural, institutional or undeveloped property, unless the owner has provided express consent or has posted a sign indicating that it is permissible to carry on the premises a concealed handgun with a valid and lawfully issued permit under N.J.S.2C:58-4, provided that nothing in this paragraph shall be construed to affect the authority to keep or carry a firearm established under subsection e. of N.J.S.2C:39-6 N.J. Stat. Ann. § 2C:58-4.6(a)(24)</p> <p>Notwithstanding the provisions of subsections a. and b. of this section, the holder of a valid and lawfully issued permit to carry under N.J.S.2C:58-4 who is otherwise prohibited under this section from carrying a concealed firearm into the parking area of a prohibited location specified in subsection a. of this section shall be permitted to:</p> <p>(1) transport a concealed handgun or ammunition within a vehicle into or out of the parking area, provided that the handgun is unloaded and contained in a closed and securely fastened case, gunbox, or locked unloaded in the trunk or storage area of the vehicle;</p> <p>(2) store a handgun or ammunition within a locked lock box and out of plain view within the vehicle in the parking area;</p> <p>(3) transport a concealed handgun in the immediate area surrounding their vehicle within a prohibited parking lot area only for the limited purpose of storing or retrieving the handgun within a locked lock box in the vehicle's trunk or other place inside the vehicle that is out of plain view; and</p> <p>(4) transport a concealed handgun between a vehicle parked within a prohibited parking lot area and a place other than a prohibited place enumerated in subsection a. of this section, provided that the person immediately leaves the parking lot area and does not enter into or on the grounds of the prohibited place with the handgun. N.J. Stat. Ann. § 2C:58-4.6(c)(1)-(4)</p>	<p>N/A</p>	<p>It is illegal to bring a gun into any part of the buildings, grounds, or parking area of:</p> <p>(7) a school, college, university or other educational institution, and on any school bus;</p> <p>(8) a child care facility, including a day care center;</p> <p>(9) a nursery school, pre-school, zoo, or summer camp; N.J. Stat. Ann. § 2C:58-4.6(a)(7)-(9)</p>	<p>It is illegal to bring a gun into any part of the buildings, grounds, or parking area of:</p> <p>(21)a health care facility, including but not limited to a general hospital, special hospital, psychiatric hospital, public health center, diagnostic center, treatment center, rehabilitation center, extended care facility, skilled nursing home, nursing home, intermediate care facility, tuberculosis hospital, chronic disease hospital, maternity hospital, outpatient clinic, dispensary, assisted living center, home health care agency, residential treatment facility, residential health care facility, medical office, or ambulatory care facility</p> <p>(22) a facility licensed or regulated by the Department of Human Services, Department of Children and Families, or Department of Health, other than a health care facility, that provides addiction or mental health treatment or support services; N.J. Stat. Ann. § 2C:58-4.6 (a)(21)-(22)</p>	<p>Except as provided in subsection l. of this section, a petitioner may file a petition, as prescribed by the Administrative Director of the Courts, for a temporary extreme risk protective order in the court in accordance with the Rules of Court alleging that the respondent poses a significant danger of bodily injury to self or others by having custody or control of, owning, possessing, purchasing, or receiving a firearm. The petition shall be heard by the court in an expedited manner. N.J. Stat. Ann. § 2C:58-23(a)</p>	<p>A violation of paragraph (1) or (2) of this subsection is a crime of the fourth degree. N.J. Stat. Ann. § 2C:58-4.6 \</p>

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Unlawful carrying of a deadly weapon consists of carrying a concealed loaded firearm or any other type of deadly weapon anywhere, except in the following cases: (2) in a private automobile or other private means of conveyance, for lawful protection of the person's or another's person or property; (5) by a person in possession of a valid concealed handgun license issued to him by the department of public safety pursuant to the provisions of the Concealed Handgun Carry Act. N.M. Stat. Ann. § 30-7-2(A)(2); N.M. Stat. Ann. § 30-7-2(A)(5)</p> <p>Unlawful carrying of a deadly weapon on school premises consists of carrying a deadly weapon on school premises except by...a person older than nineteen years of age on school premises in a private automobile or other private means of conveyance, for lawful protection of the person's or another's person or property. N.M. Stat. Ann. § 30-7-2.1(A)(5)</p> <p>As used in this section, "school premises" means any other public buildings or grounds, including playing fields and parking areas that are not public school property, in or on which public school-related and sanctioned activities are being performed. N.M. Stat. Ann. § 30-7-2.1(B)(2)</p>	<p>F. Carrying prohibited on private property. In addition to other limitations stated in the act, a licensee may not carry a concealed handgun on or about his person on private property that has signs posted prohibiting the carrying of concealed weapons or when verbally told so by a person lawfully in possession of the property. N.M. Admin. Code § 10.8.2.16(F)</p> <p>NM Posting Requirements - The notices posted shall prohibit all persons from trespassing or entering upon the property, without permission of the owner, lessee, person in lawful possession or his agent. The notices shall:</p> <p>(1) be printed legibly in English; (2) be at least one hundred forty-four square inches in size; (3) contain the name and address of the person under whose authority the property is posted or the name and address of the person who is authorized to grant permission to enter the property; (4) be placed at each roadway or apparent way of access onto the property, in addition to the posting of the boundaries; and (5) where applicable, state any specific prohibition that the posting is directed against, such as "no trespassing," "no hunting," "no fishing," "no digging" or any other specific prohibition. N.M. Stat. Ann. § 30-14-6(1)-(5)</p> <p>A university shall conspicuously post notices on university premises that state that it is unlawful to carry a firearm on university premises. N.M. Stat. Ann. § 30-7-2.4 (B)</p>	<p>Nothing in the Concealed Handgun Carry Act shall be construed as allowing a licensee in possession of a valid concealed handgun license to carry a concealed handgun on school premises, as provided in Section 30-7-2.1 NMSA 1978. N.M. Stat. Ann. § 29-19-8(B)</p> <p>Nothing in the Concealed Handgun Carry Act shall be construed as allowing a licensee in possession of a valid concealed handgun license to carry a concealed handgun on the premises of a preschool. N.M. Stat. Ann. § 29-19-8(C)</p> <p>Unlawful carrying of a deadly weapon on school premises consists of carrying a deadly weapon on school premises except by:</p> <p>(1) a peace officer; (2) school security personnel; (3) a student, instructor or other school-authorized personnel engaged in army, navy, marine corps or air force reserve officer training corps programs or state-authorized hunter safety training instruction; (4) a person conducting or participating in a school-approved program, class or other activity involving the carrying of a deadly weapon; or (5) a person older than nineteen years of age on school premises in a private automobile or other private means of conveyance, for lawful protection of the person's or another's person or property. N.M. Stat. Ann. § 30-7-2.1(A)(1)-(5)</p> <p>Unlawful carrying of a firearm on university premises consists of carrying a firearm on university premises except by:</p> <p>(1) a peace officer; (2) university security personnel; (3) a student, instructor or other university-authorized personnel who are engaged in army, navy, marine corps or air force reserve officer training corps programs or a state-authorized hunter safety training program; (4) a person conducting or participating in a university-approved program, class or other activity involving the carrying of a firearm; or (5) a person older than nineteen years of age on university premises in a private automobile or other private means of conveyance, for lawful protection of the person's or another's person or property. N.M. Stat. Ann. § 30-7-2.4(A)((1)-(5)</p> <p>No licensee shall carry a concealed handgun on the premises of a preschool that provides care to infants, toddlers, and children aged five and younger, which includes child care facilities, home-based or center-based, and whether or not the facility is licensed, registered, or regulated.</p> <p>Carrying of a deadly weapon on school premises is prohibited except as allowed by the law.</p> <p>Carrying of a firearm on university premises is prohibited except as allowed by the law. N.M. Admin. Code 10.8.2.16(G)-(I)</p>		<p>A petition for an extreme risk firearm protection order shall be filed only by a law enforcement officer employed by a law enforcement agency; provided that, if the respondent is a law enforcement officer, the petition shall be filed by the district attorney or the attorney general.</p> <p>A petitioner may file a petition with the court requesting an extreme risk firearm protection order that shall enjoin the respondent from having in the respondent's possession, custody or control any firearm and shall further enjoin the respondent from purchasing, receiving or attempting to purchase, possess or receive any firearm while the order is in effect. N.M. Stat. Ann. § 40-17-5(A)-(B)</p>	<p>A peace officer may confiscate a license if the licensee has violated any provision of the act or this rule, or committed any other violation that could result in arrest of the licensee. If the licensee has committed a violation of the act or rule warranting suspension or revocation of the license, the officer shall file an affidavit of violation as provided in Subsection B of 10.8.2.21 NMAC. A police report may be submitted in lieu of an affidavit. N.M. Admin. Code § 10.8.2.20(B)</p> <p>Whoever commits unlawful carrying of a deadly weapon on school premises is guilty of a fourth degree felony. N.M. Stat. Ann. § 30-7-2.1(C)</p> <p>Whoever commits unlawful carrying of a firearm on university premises is guilty of a petty misdemeanor. N.M. Stat. Ann. § 30-7-2.4(D)</p> <p>* Unlawful possession of switchblades consists of any person, either manufacturing, causing to be manufactured, possessing, displaying, offering, selling, lending, giving away or purchasing any knife which has a blade which opens automatically by hand pressure applied to a button, spring or other device in the handle of the knife, or any knife having a blade which opens or falls or is ejected into position by the force of gravity or by any outward or centrifugal thrust or movement.</p> <p>Whoever commits unlawful possession of switchblades is guilty of a petty misdemeanor. N.M. Stat. Ann. § 30-7-8</p> <p>* It is unlawful for any person without prior approval from the company to board or attempt to board a bus while in possession of a firearm or other deadly weapon upon his person or effects and readily accessible to him while on the bus. Any person who violates the provisions of this subsection is guilty of a misdemeanor. N.M. Stat. Ann. § 30-7-13</p>

New York

PARKING LOT LAW: YES

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Guns are prohibited in or upon any building or grounds, owned or leased, of any educational institutions, colleges and universities, licensed private career schools, school districts, public schools, private schools licensed under article one hundred one of the education law, charter schools, non-public schools, board of cooperative educational services, special act schools, preschool special education programs, private residential or non-residential schools for the education of students with disabilities, and any state-operated or state-supported schools.</p> <p>N.Y. Penal Law § 265.01-e (1)-(2)(m).</p>	<p>N/A</p>	<p>A person is guilty of criminal possession of a weapon on school grounds when he or she knowingly has in his or her possession a rifle, shotgun, or firearm in or upon a building or grounds, used for educational purposes, of any school, college, or university. Criminal possession of a weapon on school grounds is a class E felony.</p> <p>NY Penal § 265.01-a</p> <p>It shall be unlawful for any person age sixteen or older to knowingly possess any air-gun, spring-gun or other instrument or weapon in which the propelling force is a spring, air, piston or CO2 cartridge in or upon a building or grounds, used for educational purposes, of any school, college or university, without the written authorization of such educational institution. Unlawful possession of a weapon upon school grounds is a violation.</p> <p>NY Penal § 265.06</p> <p>A person is guilty of criminal possession of a firearm, rifle or shotgun in a sensitive location when such person possesses a firearm, rifle or shotgun in or upon a sensitive location, and such person knows or reasonably should know such location is a sensitive location. For the purposes of this section, a sensitive location shall mean: nursery schools, preschools, and summer camps and in or upon any building or grounds, owned or leased, of any educational institutions, colleges and universities, licensed private career schools, school districts, public schools, private schools licensed under article one hundred one of the education law, charter schools, non-public schools, board of cooperative educational services, special act schools, preschool special education programs, private residential or non-residential schools for the education of students with disabilities, and any state-operated or state-supported schools.</p> <p>N.Y. Penal Law § 265.01-e (1)(f), (m)</p>	<p>No person shall bring into or possess a firearm at any facility of the Department of Mental Hygiene, or any residential facility which has an operating certificate issued by the department, except with permission of the director of the facility as hereinafter stated.</p> <p>14 (CRR)-NY 45.1</p> <p>A person is guilty of criminal possession of a firearm, rifle or shotgun in a sensitive location when such person possesses a firearm, rifle or shotgun in or upon a sensitive location, and such person knows or reasonably should know such location is a sensitive location.</p> <p>For the purposes of this section, a sensitive location shall mean: the location of any program licensed, regulated, certified, operated, or funded by office of addiction services and supports; the location of any program licensed, regulated, certified, operated, or funded by the office of mental health; or residential settings licensed, certified, regulated, funded, or operated by the department of health.</p> <p>N.Y. Penal Law § 265.01-e(1)-(2)</p>	<p>No license shall be issued or renewed except for an applicant who has not been involuntarily committed to a facility under the jurisdiction of an office of the department of mental hygiene pursuant to article nine or fifteen of the mental hygiene law, article seven hundred thirty or section 330.20 of the criminal procedure law or substantially similar laws of any other state, section four hundred two or five hundred eight of the correction law, section 322.2 or 353.4 of the family court act, has not been civilly confined in a secure treatment facility pursuant to article ten of the mental hygiene law, or has not been the subject of a report made pursuant to section 9.46 of the mental hygiene law</p> <p>N.Y. Penal Law § 400.00</p>	<p>A person is guilty of criminal possession of a weapon on school grounds when he or she knowingly has in his or her possession a rifle, shotgun, or firearm in or upon a building or grounds, used for educational purposes, of any school, college, or university. Criminal possession of a weapon on school grounds is a class E felony.</p> <p>NY Penal § 265.01-a</p> <p>Criminal possession of a firearm, rifle or shotgun in a sensitive location is a class E felony.</p> <p>N.Y. Penal Law § 265.01-e</p>

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	<p>A permit does not authorize a person to carry a concealed handgun...on any private premises where notice that carrying a concealed handgun is prohibited by the posting of a conspicuous notice or statement by the person in legal possession or control of the premises.</p> <p>North Carolina Gen. Stat. Ann. § 14-415.11(c)(8)</p>	<p>It shall be a Class I felony for any person knowingly to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind on educational property or to a curricular or extracurricular activity sponsored by a school. Unless the conduct is covered under some other provision of law providing greater punishment, any person who willfully discharges a firearm of any kind on educational property is guilty of a Class F felony. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol</p> <p>North Carolina Gen. Stat. Ann. § 14-269.2(b)</p> <p>It shall be a Class I felony for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind on educational property. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.</p> <p>It shall be a Class 1 misdemeanor for any person to possess or carry, whether openly or concealed, any BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slungshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for preparation of food, instruction, and maintenance, on educational property.</p> <p>North Carolina Gen. Stat. Ann. § 14-269.2(c)-(d)</p> <p>However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.</p> <p>Exemption: the person has a handgun in a closed compartment or container within the person's locked vehicle or in a locked container securely affixed to the person's vehicle and only unlocks the vehicle to enter or exit the vehicle while the firearm remains in the closed compartment at all times and immediately locks the vehicle following the entrance or exit.</p> <p>North Carolina Gen. Stat. Ann. § 14-269.2(k)(1)</p> <p>(i) The provisions of this section shall not apply to an employee of an institution of higher education as defined in G.S. 116-143.1 or a nonpublic post-secondary educational institution who resides on the campus of the institution at which the person is employed when all of the following criteria are met:</p> <p>(1) The employee's residence is a detached, single-family dwelling in which only the employee and the employee's immediate family reside.</p> <p>(2) The institution is either:</p> <p>a. An institution of higher education as defined by G.S. 116-143.1.</p> <p>b. A nonpublic post-secondary educational institution that has not specifically prohibited the possession of a handgun pursuant to this subsection.</p> <p>(3) The weapon is a handgun.</p> <p>(4) The handgun is possessed in one of the following manners as appropriate: N.C. Gen. Stat. Ann. § 14-269.2(l)</p> <p>public or nonpublic school</p>	N/A	N/A	<p>It shall be a Class 1 misdemeanor rather than a Class I felony for any person to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind, on educational property or to a curricular or extracurricular activity sponsored by a school if:</p> <p>(1) The person is not a student attending school on the educational property or an employee employed by the school working on the educational property; and</p> <p>(1a) The person is not a student attending a curricular or extracurricular activity sponsored by the school at which the student is enrolled or an employee attending a curricular or extracurricular activity sponsored by the school at which the employee is employed; and</p> <p>(3) The firearm is not loaded, is in a motor vehicle, and is in a locked container or a locked firearm rack.</p> <p>N.C. Gen. Stat. Ann. § 14-269.2</p> <p>(h) No person shall be guilty of a criminal violation of this section with regard to the possession or carrying of a weapon so long as both of the following apply:</p> <p>(1) The person comes into possession of a weapon by taking or receiving the weapon from another person or by finding the weapon.</p> <p>(2) The person delivers the weapon, directly or indirectly, as soon as practical to law enforcement authorities.</p> <p>N.C. Gen. Stat. Ann. § 14-269.2(h)</p> <p>** It shall be unlawful for any person willfully and intentionally to carry concealed about his or her person any bowie knife, dirk, dagger, slung shot, loaded cane, metallic knuckles, razor, shuriken, stun gun, or other deadly weapon of like kind, except when the person is on the person's own premises.</p> <p>N.C. Gen. Stat. Ann. § 14-269(a)</p> <p>** (a) On and after October 1, 1986, it shall be unlawful for any person including law-enforcement officers of the State, or of any county, city, or town to possess, offer for sale, hold for sale, sell, give, loan, deliver, transport, manufacture or go armed with any spring-loaded projectile knife, a ballistic knife, or any weapon of similar character. Except that it shall be lawful for a law-enforcement agency to possess such weapons solely for evidentiary, education or training purposes.</p> <p>(b) Any person violating the provisions of this section shall be guilty of a Class 1 misdemeanor.</p> <p>N.C. Gen. Stat. Ann. § 14-269.6(a)-(b)</p>

North Dakota

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>A public or private employer may not:</p> <p>Prohibit any customer, employee, or invitee from possessing any legally owned firearm, if the firearm is lawfully possessed and locked inside or locked to a private motor vehicle in a parking lot and if the customer, employee, or invitee is lawfully in the area.</p> <p>Make a verbal or written inquiry regarding the presence of a firearm inside or locked to a private motor vehicle in a parking lot or make an actual search of a private motor vehicle in a parking lot to ascertain the presence of a firearm within the vehicle. In addition, a public or private employer may not take any action against a customer, employee, or invitee based upon verbal or written statements of any party concerning possession of a firearm stored inside a private motor vehicle in a parking lot for lawful purposes. A search of a private motor vehicle in the parking lot of a public or private employer to ascertain the presence of a firearm within the vehicle may only be conducted by an on-duty law enforcement officer.</p> <p>Condition employment upon the fact that an employee or prospective employee holds or does not hold a concealed weapons license or any agreement by an employee or a prospective employee that prohibits an employee from keeping a legal firearm locked inside or locked to a private motor vehicle in a parking lot, if the firearm is kept for lawful purposes.</p> <p>Prohibit or attempt to prevent any customer, employee, or invitee from entering the parking lot or the employer's place of business because the customer's, employee's, or invitee's private motor vehicle contains a legal firearm being carried for lawful purposes, that is out of sight within the customer's, employee's, or invitee's private motor vehicle.</p> <p>Terminate the employment of or otherwise discriminate against an employee, or expel a customer or invitee for exercising the constitutional right to keep and bear arms or for exercising the right of self-defense as long as a firearm is never exhibited on company property for any reason other than lawful defensive purposes. N.D. Cent. Code Ann. § 62.1-02-</p>	<p>N/A</p>	<p>An individual may not possess a firearm or dangerous weapon at a school or school-sponsored event on school property North Dakota Century Code Ann. § 62.1-02-05(1)(a)</p> <p>This section does not prevent the governing body of a school or the entity exercising control over a publicly owned or operated building or property from authorizing the use of a less than lethal weapon as part of the security plan for the school, building, or property. N.D. Cent. Code Ann. § 62.1-02-05(5)</p>	<p>N/A</p>	<p>A person who is or has ever been diagnosed and confined or committed to a hospital or other institution in this state or elsewhere by a court of competent jurisdiction, other than a person who has had the petition that provided the basis for the diagnosis, confinement, or commitment dismissed under section 25-03.1-17, 25-03.1-18, or 25-03.1-19, or equivalent statutes of another jurisdiction, as a person requiring treatment as defined in section 25-03.1-02, or as a mentally deficient individual, is prohibited from purchasing a firearm or having one in possession. This limitation does not apply to a person who has not suffered from the disability for the previous three years or who has successfully petitioned for relief under section 62.1-02-01.2. ND LEGIS H.B. 1350 (2023), 2023 North Dakota Laws H.B. 1350</p>	<p>A public or private employer has no duty of care related to the actions prohibited under this section.</p> <p>A public or private employer is not liable in a criminal or civil action based on actions or inactions taken in compliance with this section. The immunity provided in this subsection does not apply to civil actions based on actions or inactions of public or private employers that are unrelated to compliance with this section.</p> <p>This section does not expand any existing duty, or create any additional duty, on the part of a public or private employer, property owner, or property owner's agent.</p> <p>A person aggrieved under this section may bring a civil action for violation of rights protected under this section. In any successful action brought by a customer, employee, or invitee aggrieved under this section, the court shall award all reasonable personal costs and losses suffered by the aggrieved person as a result of the violation of rights under this section. In any action brought under this section, the court shall award all court costs and attorney's fees to the prevailing party. N.D. Cent. Code Ann. § 62.1-02-13(2)-(5)</p>

Ohio

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>(A) A business entity, property owner, or public or private employer may not establish, maintain, or enforce a policy or rule that prohibits or has the effect of prohibiting a person who has been issued a valid concealed handgun license from transporting or storing a firearm or ammunition when both of the following conditions are met:</p> <p>(1) Each firearm and all of the ammunition remains inside the person's privately owned motor vehicle while the person is physically present inside the motor vehicle, or each firearm and all of the ammunition is locked within the trunk, glove box, or other enclosed compartment or container within or on the person's privately owned motor vehicle;</p> <p>(2) The vehicle is in a location where it is otherwise permitted to be.</p> <p>(B) A business entity, property owner, or public or private employer that violates division (A) of this section may be found liable in a civil action for injunctive relief brought by any individual injured by the violation. The court may grant any injunctive relief it finds appropriate.</p> <p>(C)(1) Nothing in this section shall negate or restrict a rule, policy, or practice of a private employer that is not a private college, university, or other institution of higher education concerning or prohibiting the presence of firearms on the private employer's premises or property, including motor vehicles owned by the private employer. Nothing in this section shall require a private employer of that nature to adopt a rule, policy, or practice concerning or prohibiting the presence of firearms on the private employer's premises or property, including motor vehicles owned by the private employer.</p> <p>Ohio Rev. Code Ann. § 2923.1210</p>	<p>Except as provided in division (C)(3)(b) of this section and section 2923.1214 of the Revised Code, the owner or person in control of private land or premises, and a private person or entity leasing land or premises owned by the state, the United States, or a political subdivision of the state or the United States, may post a sign in a conspicuous location on that land or on those premises prohibiting persons from carrying firearms or concealed firearms on or onto that land or those premises. Except as otherwise provided in this division, a person who knowingly violates a posted prohibition of that nature is guilty of criminal trespass in violation of division (A)(4) of section 2911.21 of the Revised Code and is guilty of a misdemeanor of the fourth degree. If a person knowingly violates a posted prohibition of that nature and the posted land or premises primarily was a parking lot or other parking facility, the person is not guilty of criminal trespass under section 2911.21 of the Revised Code or under any other criminal law of this state or criminal law, ordinance, or resolution of a political subdivision of this state, and instead is subject only to a civil cause of action for trespass based on the violation.</p> <p>Ohio R.C. § 2923.126(3)(a)</p>	<p>A valid license does not authorize the licensee to carry a concealed handgun into... A school safety zone if the licensee's carrying the concealed handgun is in violation of section 2923.122 of the Revised Code.</p> <p>Ohio R.C. § 2923.126(B)(2)</p>	<p>N/A</p>	<p>N/A</p>	<p>A private employer shall be immune from liability in a civil action for any injury, death, or loss to person or property that allegedly was caused by or related to a licensee bringing a handgun onto the premises or property of the private employer, including motor vehicles owned by the private employer, unless the private employer acted with malicious purpose. A private employer is immune from liability in a civil action for any injury, death, or loss to person or property that allegedly was caused by or related to the private employer's decision to permit a licensee to bring, or prohibit a licensee from bringing, a handgun onto the premises or property of the private employer.</p> <p>Ohio R.C. § 2923.126(2)(a)</p>

Oklahoma

PARKING LOT LAW: YES

POSTING LAW: YES

RED FLAG LAW: NO
(Anti-Red Flag Act)

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>No person, property owner, tenant, employer, or business entity shall maintain, establish, or enforce any policy or rule that has the effect of prohibiting any person, except a convicted felon, from transporting and storing firearms or ammunition in a locked motor vehicle, or from transporting and storing firearms or ammunition locked in or locked to a motor vehicle on any property set aside for any motor vehicle.</p> <p>21 Okla. Stat. Ann. § 1289.7(a).</p>	<p>Nothing contained in any provision of the Oklahoma Self-Defense Act shall be construed to limit, restrict, or prohibit in any manner the existing rights of any person, property owner, tenant, employer, liquor store, place of worship or business entity to control the possession of weapons on any property owned or controlled by the person or business entity.</p> <p>21 Okla. Stat. Ann. § 1290.22(A).</p> <p>A property owner, tenant, employer, liquor store, place of worship or business entity may prohibit any person from carrying a concealed or unconcealed firearm on the property. If the building or property is open to the public, the property owner, tenant, employer, liquor store, place of worship or business entity shall post signs on or about the property stating such prohibition.</p> <p>21 Okla. Stat. Ann. § 1290.22(C).</p> <p>The otherwise lawful carrying of a concealed or unconcealed firearm by a person on property that has signs prohibiting the carrying of firearms shall subject the person to being denied entrance onto the property or removed from the property. If the person:</p> <ol style="list-style-type: none"> Has been informed by the property owner, business entity or manager of the business that the person is in violation of a policy that prohibits firearms on the property; and Refuses to leave the property and a peace officer is summoned, the person shall, upon conviction, be guilty of a misdemeanor punishable by a fine not to exceed Two Hundred Fifty Dollars (\$250.00). <p>21 Okla. Stat. Ann. § 1290.22(E)</p>	<p>It shall be unlawful for any person to have in his or her possession on any public or private school property or while in any school bus or vehicle used by any school for transportation of students or teachers any firearm or weapon.</p> <p>Firearms and weapons are allowed on school property and deemed not in violation as follows:</p> <ol style="list-style-type: none"> A gun or knife designed for hunting or fishing purposes kept in a privately owned vehicle and properly displayed or stored as required by law, provided such vehicle containing said gun or knife is driven onto school property only to transport a student to and from school and such vehicle does not remain unattended on school property; A gun or knife used for the purposes of participating in the Oklahoma Department of Wildlife Conservation certified hunter training education course or any other hunting, fishing, safety or firearms training courses, or a recognized firearms sports event, team shooting program or competition, or living history reenactment, provided the course or event is approved by the principal or chief administrator of the school where the course or event is offered, and provided the weapon is properly displayed or stored as required by law pending participation in the course, event, program or competition; Weapons in the possession of any peace officer or other person authorized by law to possess a weapon in the performance of his or her duties and responsibilities; A concealed or unconcealed weapon carried onto private school property or in any school bus or vehicle used by any private school for transportation of students or teachers by a person who is licensed provided a policy has been adopted by the governing entity of the private school that authorizes the possession of a weapon on private school property or in any school bus or vehicle used by a private school. A gun, knife, bayonet or other weapon in the possession of a member of a veterans group, the national guard, active military, the Reserve Officers' Training Corps (ROTC) or Junior ROTC, in order to participate in a ceremony, assembly or educational program approved by the principal or chief administrator of a school or school district where the ceremony, assembly or educational program is being held; provided, however, the gun or other weapon that uses projectiles is not loaded and is inoperable at all times while on school property; A handgun carried in a motor vehicle pursuant to a valid handgun license onto property set aside by a public or private elementary or secondary school for the use or parking of any vehicle; provided, however, said handgun shall be stored and hidden from view in a locked motor vehicle when the motor vehicle is left unattended on school property; and A handgun carried onto public school property by school personnel who have been designated by the board of education, provided such personnel either: <ol style="list-style-type: none"> possess a valid armed security guard license, or hold a valid reserve peace officer certification, if a policy has been adopted by the board of education of the school district that authorizes the carrying of a handgun onto public school property by such personnel. Nothing in this subsection shall be construed to restrict authority granted elsewhere in law to carry firearms. <p>21 Okla. Stat. Ann. § 1280.1.</p>	<p>N/A</p>	<p>The State Legislature hereby occupies and preempts the entire field of legislation in this state touching in any way extreme risk protection orders against or upon a citizen of this state to the complete exclusion of any order, ordinance or regulation by any municipality or other political subdivision of this state.</p> <p>Any agency of this state or any political subdivision in this state shall be prohibited from accepting any grants or funding to implement any statute, rule or executive order, judicial order or judicial findings that would have the effect of forcing an extreme risk protection order against or upon a citizen of this state.</p> <p>For purposes of this section, "extreme risk protection order" means an executive order, written order or warrant issued by a court or signed by a magistrate or comparable officer of the court, for which the primary purpose is to reduce the risk of firearm-related death or injury by doing one or more of the following:</p> <ol style="list-style-type: none"> Prohibiting a named individual from having under the custody or control of the individual, owning, possessing or receiving a firearm; or Having a firearm removed or requiring the surrender of firearms from a named individual. <p>21 Okla. Stat. Ann. § 1289.24c.</p>	<p>No person, property owner, tenant, employer, or business entity shall be liable in any civil action for occurrences which result from the storing of firearms or ammunition in a locked motor vehicle on any property set aside for any motor vehicle, unless the person, property owner, tenant, employer, or owner of the business entity commits a criminal act involving the use of the firearms or ammunition.</p> <p>21 Okla. Stat. Ann. § 1289.7a(B).</p> <p>A person, property owner, tenant, employer, liquor store, holder of an event permit, place of worship or business entity that does or does not prohibit any individual, except a convicted felon, from carrying a loaded or unloaded, concealed or unconcealed weapon on property that the person, property owner, tenant, employer, liquor store, holder of an event permit, place of worship or business entity owns, or has legal control of, is immune from any liability arising from that decision. Except for acts of gross negligence or willful or wanton misconduct, an employer who does or does not prohibit his or her employees from carrying a concealed or unconcealed weapon is immune from any liability arising from that decision. A person, property owner, tenant, employer, liquor store, holder of an event permit, place of worship or business entity that does not prohibit persons from carrying a concealed or unconcealed weapon pursuant to subsection D of this section shall be immune from any liability arising from the carrying of a concealed or unconcealed weapon, while in the scope of employment, on the property or in or about a business entity vehicle.</p> <p>21 Okla. Stat. Ann. § 1290.22(F).</p> <p>Except for acts of gross negligence or willful or wanton misconduct, a governing entity of a private school that adopts a policy which authorizes the possession of a weapon on private school property, a school bus or vehicle used by the private school shall be immune from liability for any injuries arising from the adoption of the policy. The provisions of this paragraph shall not apply to claims pursuant to the Workers' Compensation Code.</p> <p>21 Okla. Stat. Ann. § 1280.1(C)(4).</p>

Oregon

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
	N/A	<p>Any person who intentionally possesses a loaded or unloaded firearm or any other instrument used as a dangerous weapon, while in or on a public building, shall upon conviction be guilty of a Class C felony. Or. Rev. Stat. Ann. § 166.370(1)(a).</p> <p>Subsection (1)(a) of this section does not apply to possession of a firearm on school property if the firearm is possessed by a person who is not otherwise prohibited from possessing the firearm; and is unloaded and locked in a motor vehicle. Or. Rev. Stat. Ann. § 166.370(3)(j).</p> <p>“Public building’ means.... a public or private school, a college or university.” Or. Rev. Stat. Ann. § 166.360(9).</p>	<p>Any person who intentionally possesses a loaded or unloaded firearm or any other instrument used as a dangerous weapon, while in or on a public building, shall upon conviction be guilty of a Class C felony. Or. Rev. Stat. Ann. § 166.370(1)(a).</p> <p>“Public building’ means a hospital....” Or. Rev. Stat. Ann. § 166.360(9).</p>	<p>A law enforcement officer or a family or household member of a person may file a petition requesting that the court issue an extreme risk protection order enjoining the person from having in the person’s custody or control, owning, purchasing, possessing or receiving, or attempting to purchase or receive, a deadly weapon. Or. Rev. Stat. Ann. § 166.527(1).</p> <p>A person commits the crime of unlawful possession of a firearm if the person knowingly possesses a firearm and was committed to the Oregon Health Authority, or found to be a person with mental illness and subject to an order that the person be prohibited from purchasing or possessing a firearm as a result of that mental illness. Or. Rev. Stat. Ann. § 166.250(1)(c)(D)(E).</p>	N/A

Pennsylvania

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: NO

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Except as provided in Title 34 (relating to game), no person shall carry a loaded pistol, revolver, shotgun or rifle, other than a firearm as defined in section 6102 (relating to definitions), in any vehicle. 18 Pa. Stat. and Cons. Stat. Ann. § 6106.1</p>	<p>N/A</p>	<p>A person commits a misdemeanor of the first degree if he possesses a weapon in the buildings of, on the grounds of, or in any conveyance providing transportation to or from any elementary or secondary publicly-funded educational institution, any elementary or secondary private school licensed by the Department of Education or any elementary or secondary parochial school.</p> <p>Notwithstanding the definition of “weapon” in section 907 (relating to possessing instruments of crime), “weapon” for purposes of this section shall include but not be limited to any knife, cutting instrument, cutting tool, nun-chuck stick, firearm, shotgun, rifle and any other tool, instrument or implement capable of inflicting serious bodily injury. 18 Pa. Stat. and Cons. Stat. Ann. § 912(a)-(b).</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

Rhode Island

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	N/A	<p>No person shall have in his or her possession any firearm or other weapons on school grounds. For the purposes of this section, "school grounds" means the property of a public or private elementary or secondary school or in those portions of any building, stadium, or other structure on school grounds that were, at the time of the violation, being used for an activity sponsored by or through a school in this state or while riding school-provided transportation.</p> <p>11 R.I. Gen. Laws Ann. § 11-47-60(a)(1)-(2).</p>	N/A	<p>The court may enter a temporary order if the court finds there is probable cause from specific facts shown by the petition that the respondent poses a significant danger of causing imminent personal injury to self or others by having in his or her custody or control, or by purchasing, possessing, or receiving, a firearm before notice can be served and a hearing held.</p> <p>8 R.I. Gen. Laws Ann. § 8-8.3-4.</p>	N/A

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Nothing contained in this article shall in any way be construed to limit, diminish, or otherwise infringe upon:</p> <p>(1) the right of a public or private employer to prohibit a person who is licensed under this article from carrying a concealable weapon, whether concealed or openly carried, upon the premises of the business or workplace or while using any machinery, vehicle, or equipment owned or operated by the business.</p> <p>S.C. Code Ann. § 23-31-220(A)(1).</p>	<p>Nothing contained in this article shall in any way be construed to limit, diminish, or otherwise infringe upon:</p> <p>(1) the right of a public or private employer to prohibit a person who is licensed under this article from carrying a concealable weapon, whether concealed or openly carried, upon the premises of the business or work place or while using any machinery, vehicle, or equipment owned or operated by the business;</p> <p>(2) the right of a private property owner or person in legal possession or control to allow or prohibit the carrying of a concealable weapon, whether concealed or openly carried, upon his premises.</p> <p>The posting by the employer, owner, or person in legal possession or control of a sign stating "NO CONCEALABLE WEAPONS ALLOWED" shall constitute notice that the employer, owner, or person in legal possession or control requests that concealable weapons, whether concealed or openly carried, not be brought upon the premises or into the workplace.</p> <p>In addition to the provisions of subsection (B), a public or private employer or the owner of a business may post a sign regarding the prohibition or allowance on those premises of concealable weapons, whether concealed or openly carried, which may be unique to that business.</p> <p>S.C. Code Ann. § 23-31-220.</p> <p>Any requirement of or allowance for the posting of signs prohibiting the carrying of a concealable weapon, whether concealed or openly carried, upon any premises shall only be satisfied by a sign expressing the prohibition in both written language interdict and universal sign language.</p> <p>(B) All signs must be posted at each entrance into a building where a concealable weapon permit holder is prohibited from carrying a concealable weapon, whether concealed or openly carried, and must be:</p> <p>(1) clearly visible from outside the building;</p> <p>(2) eight inches wide by twelve inches tall in size;</p> <p>(3) contain the words "NO CONCEALABLE WEAPONS ALLOWED" in black one-inch tall uppercase type at the bottom of the sign and centered between the lateral edges of the sign;</p> <p>(4) contain a black silhouette of a handgun inside a circle seven inches in diameter with a diagonal line that runs from the lower left to the upper right at a forty-five degree angle from the horizontal;</p> <p>(5) a diameter of a circle; and</p> <p>(6) placed not less than forty inches and not more than sixty inches from the bottom of the building's entrance door.</p> <p>(C) If the premises where concealable weapons are prohibited does not have doors, then the signs contained in subsection (A) must be:</p> <p>(1) thirty-six inches wide by forty-eight inches tall in size;</p> <p>(2) contain the words "NO CONCEALABLE WEAPONS ALLOWED" in black three-inch tall uppercase type at the bottom of the sign and centered between the lateral edges of the sign;</p> <p>(3) contain a black silhouette of a handgun inside a circle thirty-four inches in diameter with a diagonal line that is two inches wide and runs from the lower left to the upper right at a forty-five degree angle from the horizontal and must be a diameter of a circle whose circumference is two-inches wide;</p> <p>(4) placed not less than forty inches and not more than ninety-six inches above the ground;</p> <p>(5) posted in sufficient quantities to be clearly visible from any point of entry onto the premises.</p> <p>S.C. Code Ann. § 23-31-235.</p>	<p>It shall be unlawful for any person, except state, county, or municipal law enforcement officers or personnel authorized by school officials, to carry on his person, while on any elementary or secondary school property, a knife, with a blade over two inches long, a blackjack, a metal pipe or pole, firearms, or any other type of weapon, device, or object which may be used to inflict bodily injury or death. This section does not apply to a person who is authorized to carry a concealed weapon when the weapon remains inside an attended or locked motor vehicle and is secured in a closed glove compartment, closed console, closed trunk, or in a closed container secured by an integral fastener and transported in the luggage compartment of the vehicle.</p> <p>S.C. Code Ann. § 16-23-430(A)-(B).</p> <p>It is unlawful for a person to possess a firearm of any kind on any premises or property owned, operated, or controlled by a private or public school, college, university, technical college, other post-secondary institution, or in any publicly owned building, without the express permission of the authorities in charge of the premises or property. The provisions of this subsection related to any premises or property owned, operated, or controlled by a private or public school, college, university, technical college, or other post-secondary institution, do not apply to a person who is authorized to carry a concealed weapon pursuant to Article 4, Chapter 31, Title 23 when the weapon remains inside an attended or locked motor vehicle and is secured in a closed glove compartment, closed console, closed trunk, or in a closed container secured by an integral fastener and transported in the luggage compartment of the vehicle.</p> <p>S.C. Code Ann. § 16-23-420.</p> <p>Notwithstanding any other provision of law, upon express permission given by the appropriate church official or governing body, a person who holds a valid permit issued pursuant to this article may carry a concealable weapon, whether concealed or openly carried, on the leased premises of an elementary or secondary school if a church leases the school premises or areas within the school for church services or official church activities. The provisions of this section do not apply during any time students are present as a result of a curricular or extracurricular school-sponsored activity that is taking place on the school property.</p> <p>S.C. Code Ann. § 23-31-232.</p>	<p>A permit issued pursuant to this section does not authorize a permit holder to carry a concealable weapon into a:</p> <p>9. hospital, medical clinic, doctor's office, or any other facility where medical services or procedures are performed unless expressly authorized by the employer;</p> <p>S.C. Code Ann. § 23-31-215(M)(9)</p>	<p>N/A</p>	<p>N/A</p>

South Dakota

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: NO

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	N/A	<p>Any person, other than a law enforcement officer or school sentinel, who intentionally carries, possesses, stores, keeps, leaves, places, or puts into the possession of another person, any dangerous weapon, firearm, or air gun, whether or not the firearm or air gun is designed, adapted, used, or intended to be used primarily for imitative or noisemaking purposes, on or in any public elementary or secondary school premises, vehicle, or building, or on or in any premises, vehicle, or building used or leased for public elementary or secondary school functions, whether or not any person is endangered by any action under this section, is guilty of a Class 1 misdemeanor. The provisions of this section do not apply to</p> <p>(1) Use of a starting gun at an athletic event; (2) Any firearm or air gun at a: (a) Firing range; (b) Gun show; (c) Supervised school or session for training in the use of firearms; or (d) Ceremonial presence of unloaded weapons at color guard ceremonies; (3) Any nonpublic school; (4) Any church or other house of worship; or (5) Any nonpublic school located on the premises of a church or other house of worship.</p> <p>S.D. Codified Laws § 13-32-7.</p>	N/A	N/A	N/A

Tennessee

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>A person who has a valid enhanced handgun carry permit or concealed handgun carry permit or who lawfully carries a handgun may, unless expressly prohibited by federal law, transport and store a firearm or firearm ammunition in the person's motor vehicle while on or utilizing any public or private parking area if:</p> <p>(1) The person's motor vehicle is parked in a location where the motor vehicle is permitted to be; and</p> <p>(2) The firearm or ammunition being transported or stored in the motor vehicle:</p> <p>(A) Is kept from ordinary observation if the person is in the motor vehicle; or</p> <p>(B) Is kept from ordinary observation and locked within the trunk, glove box, or interior of the person's motor vehicle or a container securely affixed to the motor vehicle if the person is not in the motor vehicle.</p> <p>Tenn. Code. Ann. § 39-17-1313(a).</p> <p>No employer shall discharge or take any adverse employment action against an employee solely for transporting or storing a firearm or firearm ammunition in an employer parking area in a manner consistent with § 39-17-1313(a).</p> <p>Tenn. Code. Ann. § 50-1-312(b)(1)(A).</p>	<p>Businesses may prohibit or restrict the possession of weapons on their property by posting notice in prominent locations, including all entrances primarily used by persons entering the property, building, or portion of the property or building where weapon possession is prohibited or restricted. The notice must be plainly visible to the average person entering the building, property, or portion of the building or property, posted. The posted sign must comply with the size and content requirements specified in subsection (a)(3)</p> <p>Tenn. Code. Ann. § 39-17-1359.</p>	<p>It is an offense for any person to possess or carry, whether openly or concealed, with the intent to go armed, any firearm, explosive, explosive weapon, bowie knife, hawk bill knife, ice pick, dagger, slingshot, leaded cane, switchblade knife, blackjack, knuckles or any other weapon of like kind, not used solely for instructional or school-sanctioned ceremonial purposes, in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field or any other property owned, operated, or while in use by any board of education, school, college or university board of trustees, regents or directors for the administration of any public or private educational institution.</p> <p>Tenn. Code Ann. § 39-17-1309(b)(1).</p> <p>It is an offense for any person to possess or carry, whether openly or concealed, any firearm, not used solely for instructional or school-sanctioned ceremonial purposes, in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field or any other property owned, operated, or while in use by any board of education, school, college or university board of trustees, regents or directors for the administration of any public or private educational institution.</p> <p>Tenn. Code Ann. § 39-17-1309 (c)(1)(A).</p>	<p>N/A</p>	<p>N/A</p>	<p>No business entity, public or private employer, or the owner, manager, or legal possessor of the property shall be held liable in any civil action for damages, injuries or death resulting from or arising out of another's actions involving a firearm or ammunition transported or stored by a person in a person's motor vehicle pursuant to subsection (a) unless the business entity, public or private employer, or the owner, manager, or legal possessor of the property commits an offense involving the use of the stored firearm or ammunition or intentionally solicits or procures the conduct resulting in the damage, injury or death. Nor shall a business entity, public or private employer, or the owner, manager, or legal possessor of the property be responsible for the theft of a firearm or ammunition stored by a person in a person's motor vehicle pursuant to subsection (a).</p> <p>Tenn. Code. Ann. § 39-17-1313(b).</p>

Texas

PARKING LOT LAW: **YES**

POSTING LAW: **YES**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>A public or private employer may not prohibit a concealed carry licensee, or one who otherwise lawfully possesses a firearm, from transporting or storing the firearm or ammunition in a locked privately owned motor vehicle in a parking area provided by the employer for employees. Tex. Lab. Code Ann. § 52.061.</p> <p>The right to possess in parking area does not apply to school districts, open-enrollment charter schools, private schools, when there are federal law prohibitions, and others. Tex. Lab. Code Ann. § 52.062.</p> <p>Public and private universities and institutions of higher education are restricted from prohibiting concealed carry licensees from possessing firearms or ammunition in a locked, privately owned automobile on a street or driveway, or parking area of the campus. Tex. Gov't Code Ann. § 411.2032</p>	<p>Under Texas statutory law an employer can ban unlicensed carry of a firearm. Tex. Penal Code § 30.05.</p> <p>Under Texas statutory law, an employer may post signs on its property prohibiting a concealed holder from carrying a concealed handgun or openly carrying a handgun on its premises (excluding the parking lot area) Tex. Penal Code § 30.06-07.</p> <p>To prohibit employees from carrying a concealed weapon onto the premises (excluding the parking lot) of the workplace signs/notice must include the following text in English and in Spanish: "Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun" The sign must appear in contrasting colors with block letters at least one inch in height; and be displayed in a conspicuous manner clearly visible to the public. Tex. Penal Code § 30.06.</p> <p>Similarly, to prohibit employees from openly carrying a concealed weapon onto the premises (excluding the parking lot) of the workplace signs/notice must include the following text in English and in Spanish: "Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly." The sign must appear in contrasting colors with block letters at least one inch in height; and be displayed in a conspicuous manner clearly visible to the public at each entrance to the premises. Tex. Penal Code § 30.07.</p>	<p>A person cannot carry a firearm on the physical premises of a school or educational institution, or any affiliated event or passenger transportation vehicle Tex. Penal Code § 46.03. Prohibited weapons in § 46.05.</p> <p>Higher Education: A license holder may carry a concealed handgun while they are on campus of an institution of higher education or private or independent institution of higher education in Texas. Tex. Gov't Code § 411.2032.</p> <p>However, institutions of higher education can establish rules that concern the storage of handguns in dormitories or residential buildings owned or leased by the institutions. Tex. Gov't Code § 411.2031(d).</p> <p>Institutions of higher education can also establish reasonable rules, regulations, or other provisions regarding the carrying of concealed handguns by license holders on the campus of the institutions only after consulting students staff and faculty. The regulation cannot have a prohibitive effect. Tex. Gov't Code § 411.2301(d-1).</p>	<p>Weapons are prohibited on the premises of a hospital, nursing facility, and a mental hospital unless the individual gets written authorization from the facility. Tex. Penal Code § 46.03(a)11-12.</p>	<p>N/A</p>	<p>Except in cases of gross negligence, Employers are generally not liable in a civil action for personal injury, death, property damage, or any other damages resulting from or arising out of an occurrence involving a firearm or ammunition because of employer's compliance with the statute. Tex. Lab. Code Ann. § 52.063.</p>

Utah

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>Employers cannot establish or enforce any policy that prohibits any “individual from transporting or storing a firearm in a motor vehicle on any property designated for motor vehicle parking” given that the person carrying is licensed to possess and store the firearm. The firearm must be locked securely in the vehicle or a locked container when the vehicle is not occupied and the firearm should not be in plain view from outside the motor vehicle. Utah Code Ann. § 34-45-103(1)(a).</p> <p>However, a private employer can establish rules or policy that has the effect of placing limitations on or prohibiting an individual from transporting or storing a firearm in a motor vehicle if the employer provides or there is available one of the following in a location reasonably proximate to the property the employer has designated for motor vehicle parking: (1) alternative free parking for an individual who desires to transport, possess, receive, transfer, or store a firearm in the individual’s motor vehicle that imposes no additional cost and is in a location that is legal and safe for parking; or (2) a secured monitored storage location where the individual may store a firearm before proceeding with the vehicle into the secured parking area.</p>	<p>N/A</p>	<p>School premises are exempt from the parking lot laws in Utah. Utah Code Ann. § 34-45-107(1).</p> <p>“On or about school premises” means: public or private elementary or secondary school or on the grounds of any of those schools. It also means public or private institutions of higher education and inside the building where a preschool or child care is being held whether it is the entire building or a portion of the building being held for child care. If it is a portion then the rooms where the preschool or child care operation is taking place. Utah Code Ann. § 76-10-505.5.</p> <p>A person may not possess any dangerous weapon, firearm or short barreled shotgun as those terms are defined in Section 76-10-501 at a place the person knows or has reasonable cause to believe is on or about school premises as defined in this section Utah Code Ann. § 76-10-505.5.</p> <p>However, if the person is authorized by a concealed weapons permit or the firearm is used in connection with a lawful approved activity or school administration gave approval or if possession is in any vehicle lawfully under the person’s control other than a vehicle owned by the school. Utah Code Ann. § 76-10-505.5.</p>	<p>(f) "Mental health facility" is as defined in Section 62A-15-602. (2) Notwithstanding Section 76-10-500, a correctional or mental health facility may provide by rule that no firearm, ammunition, dangerous weapon, implement of escape, explosive, controlled substance, spirituous or fermented liquor, medicine, or poison in any quantity may be: (a) transported to or upon a correctional or mental health facility; (4) (a) Any person who transports to or upon a correctional facility, or into a secure area of a mental health facility, any firearm, ammunition, dangerous weapon, or implement of escape with intent to provide or sell it to any offender, is guilty of a second degree felony. Utah Code Ann. § 78-8-311.3</p>	<p>N/A</p>	<p>“A person that owns or controls a parking area that is subject to this chapter and that complies with the requirements of Section 34-45-103 is not liable in any civil action for any occurrence resulting from, connected with, or incidental to the use of a firearm, by any person, unless the use of the firearm involves a criminal act by the person who owns or controls the parking area.” Utah Code Ann. § 34-45-104.</p> <p>(1) The attorney general may bring an action to enforce this chapter and may request any relief that is provided for under Section 34-45-105, including a request for damages on behalf of any individual suffering loss because of a violation of this chapter. (2) Upon entry of final judgment for a cause of action brought under this section, the court may award restitution, when appropriate, to any individual suffering loss because of a violation of this chapter if proof of loss is submitted to the satisfaction of the court. Utah Code Ann. § 34-45-106.</p>

Vermont

PARKING LOT LAW: NO

POSTING LAW: NO

RED FLAG LAW: YES

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	<p>(d) Notice of the provisions of this section shall be posted conspicuously at each public entrance to each hospital. 13 V.S.A. § 4023(d)</p>	<p>No person shall knowingly possess a firearm or a dangerous weapon while within a school building or on a school bus. 13 Vt. Stat. Ann. § 4004(a)</p> <p>No person shall knowingly possess a firearm or a dangerous weapon on a school property with the intent to injure another person. 13 Vt. Stat. Ann. § 4004(b)</p>	<p>(a) A person shall not knowingly possess a firearm while within a hospital building.</p> <p>(b) A person who violates this section shall be fined not more than \$250.00.</p> <p>(c) This section shall not apply to a firearm possessed by a federal law enforcement officer or a law enforcement officer certified as a law enforcement officer by the Vermont Criminal Justice Training Council pursuant to 20 V.S.A. § 2358, for legitimate law enforcement purposes.</p> <p>(d) Notice of the provisions of this section shall be posted conspicuously at each public entrance to each hospital. 13 V.S.A § 4023</p>	<p>State Attorneys office or office of the attorney general can file a petition to issue a extreme risk protection which prohibits a person from purchasing possessing or receiving a dangerous weapon. 13 Vt. Stat. Ann. § 4053(a)</p> <p>Extreme risk of harm to others may be shown by establishing that the respondent has inflicted or attempted to inflict bodily harm on another; or by his or her threats or actions the respondent has placed others in reasonable fear of physical harm to themselves; or by his or her actions or inactions the respondent has presented a danger to persons in his or her care. 13 Vt. Stat. Ann. § 4053(c)(2)</p>	<p>If a person possesses a dangerous weapon on school property then it can lead to one year jail time or being fined not more than 1000 dollars for the first time and not more than three years or fined not more than 5000 dollars for every subsequent time. 13 Vt. Stat. Ann. § 4004(a)</p> <p>For a person that enters school property with the intent to injure can get three years jail time or fined not more than 1000 dollars. 13 Vt. Stat. Ann. § 4004(b)</p> <p>(b) A person who violates this section (hospitals) shall be fined not more than \$250.00. 13 V.S.A. § 4023(b)</p>

Virginia

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>This section shall not apply to ...any person who may lawfully possess a firearm and is carrying a handgun while in a personal, private motor vehicle or vessel and such handgun is secured in a container or compartment in the vehicle or vessel Va. Code Ann. § 18.2-308(C)(8).</p>	<p>N/A</p>	<p>If any person knowingly possesses any firearm designed or intended to expel a projectile by action of an explosion of a combustible material while such person is upon (i) the property of any child day center or public, private, or religious preschool, elementary, middle, or high school, including buildings and grounds; (ii) that portion of any property open to the public and then exclusively used for school-sponsored functions or extracurricular activities while such functions or activities are taking place; or (iii) any school bus owned or operated by any such school, he is guilty of a Class 6 felony. Va. Code Ann. § 18.2-308.1(B).</p>	<p>N/A</p>	<p>Upon the petition of an attorney for the Commonwealth or a law enforcement officer, a judge can issue an emergency substantial risk order ex parte only if the judge finds that there is a probable cause to believe that a person poses a substantial risk of personal injury to himself or others in the near future by such person's possession or acquisition of a firearm. Va. Code Ann. § 19.2-152.13(A)</p>	<p>A first violation is a Class 1 misdemeanor. A second violation of this section or a conviction under this section subsequent to any conviction under any substantially similar ordinance of any county, city, or town shall be punishable as a Class 6 felony, and a third or subsequent such violation shall be punishable as a Class 5 felony. Va. Code Ann. § 18.2-308(A).</p> <p>Anyone knowingly possessing a firearm on the school property is guilty of a Class 6 felony Va. Code Ann. § 18.2-308.1(B).</p>

Washington

PARKING LOT LAW: **NO**

POSTING LAW: **NO**

RED FLAG LAW: **YES**

MAIN PROVISIONS OF PARKING LOT LAW

MAIN PROVISIONS OF POSTING LAW

EDUCATION-SPECIFIC PROVISIONS

HC PROVISIONS

RED FLAG LAW

PENALTIES / LIABILITY EXEMPTIONS

According to decisions of the appellate courts of the State of Washington, employers, both public and private, may establish workplace rules prohibiting employees from possessing firearms or any other weapons while on duty or at the workplace. See *Cherry v. Municipality of Metropolitan Seattle*, 116 Wn.2d 794, 808 P.2d 746 (1991); *Pacific Northwest Shooting Park Association v. City of Sequim*, 158 Wn.2d 342, 144 P.3d 276 (2006); and *Chan v. City of Seattle*, 164 Wn. App. 549, 265 P.3d 169 (2011).

(7) "GUN-FREE ZONE" signs shall be posted around school facilities giving warning of the prohibition of the possession of firearms on school grounds.
RCW 9.41.280(7)

(6) A city, town, county, or other municipality must post signs providing notice of the restrictions on possession of firearms and other weapons under this section at any locations specified in subsection (1)(b) of this section.
RCW 9.41.305

It is unlawful for a person to carry onto or to possess a firearm onto a public or private elementary or secondary school premises, school-provided transportation, areas facilities while being used exclusively by public or private schools.
Wash. Rev. Code Ann. § 9.41.280 (1)(a).

This statute will be replaced by a similar law in July 2022. The new statute adds areas of facilities while being used for official meetings of a school district board of directors.

N/A

A law enforcement agency or an immediate family or household member of the respondent can petition for an extreme risk protection order.
Wash. Rev. Code Ann. § 7.94.030(1).

Any such person possessing a firearm onto school premises is guilty of a gross misdemeanor. If any person is convicted, the person shall have his or her concealed pistol license, if any revoked for a period of three years. Anyone convicted under this subsection is prohibited from applying for a concealed pistol license for a period of three years. The court shall send notice of the revocation to the department of licensing, and the city, town, or county which issued the license.
Wash. Rev. Code Ann. § 9.41.280 (2).

West Virginia

PARKING LOT LAW: **YES**

POSTING LAW: **NO**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>No owner, lessee, or other person charged with the care, custody, and control of real property may prohibit any customer, employee, or invitee from possessing any legally owned firearm when the firearm is; (A) lawfully possessed; (B) out of view; (C) locked inside or locked to a motor vehicle in a parking lot; and (D) when the customer, employee, or invitee is lawfully allowed to be present in that area.</p> <p>W. Va. Code Ann. § 61-7-14(d).</p>	<p>N/A</p>	<p>Any person 21 years old or older, who has a valid concealed handgun permit. That person may possess a concealed handgun while in a motor vehicle in a parking lot, traffic circle or other areas of vehicular egress and ingress provided that the person stores the handgun out of view; or while she is not operating the car, the handgun is out of view from persons outside the vehicle, the vehicle is locked and the handgun is in a glove box or other interior compartment or in a locked trunk or in a locked container securely fixed to the vehicle.</p> <p>W. Va. Code Ann. § 61-7-11a(K).</p>	<p>N/A</p>	<p>N/A</p>	<p>The Attorney General is authorized to enforce the provisions of subsection (d) of this section and may bring an action seeking either; (1) Injunctive or other appropriate equitable relief to protect the exercise or enjoyment of the rights secured in subsection (d) of any customer employee, or invitee; civil penalties of no more than \$5,000 for each violation of subsection (d) and all costs and attorney's fees associated with bringing the action</p> <p>W. Va. Code Ann. § 61-7-14(f).</p>

Wisconsin

PARKING LOT LAW: YES

POSTING LAW: YES

RED FLAG LAW: NO

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
<p>An employer may not prohibit a licensee, as a condition of employment, from carrying or storing a concealed weapon, a particular type of concealed weapon, or ammunition in the licensee's own motor vehicle, regardless of whether the motor vehicle is used in the course of employment or whether the motor vehicle is driven or parked on property used by the employer. Wis. Stat. Ann. § 175.60(15m)(b).</p>	<p>An employer may prohibit persons from carrying a firearm, concealed or otherwise, in or on property by providing notice that a person may not enter or remain on the property with a firearm. The posting must be at least 5 by 7 inches and must be posted in a "prominent place" near all entrances to a building where individuals "can be reasonably expected to see the sign." The statute mandates no specific language or color for the sign, other than it must reference the "restriction imposed" (not to enter, or remain on, the premises with a firearm or a particular type of firearm). Wis. Stat. Ann. § 943.13(1m), (2)(bm).</p>	<p>Possession of firearm in school zone. (a) Any individual who knowingly possesses a firearm at a place that the individual knows, or has reasonable cause to believe, is in or on the grounds of a school is guilty of a Class I felony. Any individual who knowingly possesses a firearm at a place that the individual knows or has reasonable cause to believe, is within 1,000 feet of the grounds of a school is subject to a Class B forfeiture. Wis. Stat. Ann. § 948.605(2)(a).</p>	<p>N/A</p>	<p>N/A</p>	<p>Employers who do not prohibit employers or individuals from carrying a concealed weapon pursuant to the statute are "immune from any liability arising from its decision." Wis. Stat. Ann. § 175.60(21)(b)-(c).</p> <p>(b) Paragraph (a) does not apply to the possession of a firearm by any of the following:</p> <p>1m. A person who possesses the firearm in accordance with 18 U.S.C. 922(q)(2)(B)(i), (iv), (v), (vi), or (vii).</p> <p>1r. Except if the person is in or on the grounds of a school, a licensee, as defined in s. 175.60(1)(d) or an out-of-state licensee, as defined in s. 175.60(1)(g).</p> <p>2d. A person who is employed in this state by a public agency as a law enforcement officer and to whom s. 941.23(1)(g)2. to 5. and (2)(b)1. to 3. applies.</p> <p>2f. A qualified out-of-state law enforcement officer to whom s. 941.23(2)(c)1. To 7. applies.</p> <p>2h. A former officer to whom s. 941.23(2)(c)1. To 7 applies.</p> <p>2m. A state-certified commission warden acting in his or her official capacity.</p> <p>3. A person possessing a gun that is not loaded and is any of the following:</p> <p>a. Encased.</p> <p>b. In a locked firearms rack that is on a motor vehicle.</p> <p>Wis. Stat. Ann § 948.605(2)(b)(1-3)</p>

Wyoming

PARKING LOT LAW: **NO**

POSTING LAW: **NO**

RED FLAG LAW: **NO**

MAIN PROVISIONS OF PARKING LOT LAW	MAIN PROVISIONS OF POSTING LAW	EDUCATION-SPECIFIC PROVISIONS	HC PROVISIONS	RED FLAG LAW	PENALTIES / LIABILITY EXEMPTIONS
N/A	N/A	<p>Employees are allowed to conceal carry guns on or into school facilities or other areas provided that the board of trustees for the school has not adopted any rules or regulations prohibiting such act. Wyo. Stat. Ann. § 21-3-132(a).</p>	N/A	N/A	N/A