

**BRIEF SUMMARY OF OHIO'S CONCEALED WEAPONS LAW AND ITS
APPLICATION TO PRIVATE EMPLOYERS**

Ohio's concealed carry weapons law went into effect in April 2004. The law permits Ohioans who meet certain statutory criteria to become licensed to carry concealed weapons. Ohio's law impacts how private employers who wish to prohibit concealed weapons from their property implement policies indicating such and how they convey such a ban to members of the general public.

Concealed weapons are banned by law from certain locations, such as government buildings, schools, universities, day care centers, and bars/restaurants with liquor licenses. Private employers who are not required by law to ban concealed weapons are permitted to prohibit concealed weapons license holders from carrying weapons onto their property. Ohio's law also provides that employers may ban employees from carrying concealed weapons in employer-owned vehicles. It also appears that Ohio employers may ban the presence of weapons in employee's personal vehicles, if they are parked on the employer's property.

Certain entities, such as child daycare centers, airport facilities, and courthouses, are required by law to conspicuously post a sign indicating that concealed weapons are banned from their property. Employers who wish to prevent members of the public from carrying concealed weapons onto their property can do so by posting a sign in a conspicuous location indicating such. The sign should contain a statement that is substantially similar to the following: "unless otherwise authorized by law, pursuant to Ohio Revised Code, no person shall knowingly possess, have under the person's control, convey or attempt to convey a deadly or dangerous ordnance onto these premises." One of the benefits of the posting is that persons who knowingly bring a

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concealed weapon onto an employer's property in violation of a posted notice may be criminally prosecuted for carrying a concealed weapon.

Employers who do not post signs prohibiting concealed weapons should consider adopting a written policy that prohibits employees from carrying concealed weapons onto their property. The policy should be conveyed to the employees.

Private employers enjoy immunity from civil liability in Ohio for any injury, death or loss to person or property that was allegedly caused by or related to a licensee bringing a handgun on to the premises or property of the private employer, even where the private employer allowed the license holder to bring the handgun on to the premises. This immunity applies regardless of whether the private employer has a policy prohibiting guns on its property and is lost only where the private employer acts with "malicious purpose."

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