

**BRIEF SUMMARY OF KENTUCKY’S CONCEALED WEAPONS LAW AND
ITS APPLICATION TO PRIVATE EMPLOYERS**

Individuals who are over 21 years of age who meet certain statutory criteria are legally permitted to carry concealed weapons in Kentucky after obtaining a concealed carry weapons permit. The concealed carry weapons law impacts all private employers who want to, or are required to, ban weapons from their property. The law impacts how employers should draft workplace violence policies that ban employees from bringing weapons onto their premises. It also impacts how employers convey a concealed carry weapons ban to members of the general public.

By law, concealed weapons are banned from places such as schools, child care facilities, courthouses, and any portion of certain establishments that are licensed to dispense beer or alcoholic beverages on the premises. Private employers who operate places of businesses where concealed weapons are not banned by law are permitted to ban concealed weapons from their property. Kentucky law provides, in part, that the “owner, business or commercial lessee, or manager of a private business enterprise.....may prohibit persons holding concealed deadly weapons licenses from carrying deadly weapons on the premises and may not prohibit employees, not authorized by employer, holding concealed deadly weapons licenses from carrying concealed deadly weapons on the property of the employer.”

Although Kentucky law grants private employers permission to prohibit such weapons on their “property,” the Kentucky Legislature, in July 2006, passed a law that prohibits employers from restricting individuals from carrying such weapons in their personal vehicles – even if those vehicles are located on an employer’s property. The law still permits employers to ban persons

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holding a concealed weapons license from carrying a concealed weapon in a vehicle *owned by the employer*.

A private employer who is not required to ban concealed weapons should consider implementing a policy that prohibits employees from carrying concealed weapons on its property, keeping in mind that employees are now permitted to carry weapons in their personal vehicles. An employer whose business is open to the public is required to post a sign on its property stating that concealed weapons are prohibited, if it wishes to ban such weapons.

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