# MSD: Weapon-Related Personal Conduct Outside Scope of Employment

Except when an employee is acting within an expressly assigned and legally authorized law-enforcement, armed-school-security, emergency, instructional, or other District-approved duty, an employee's personal decision to carry, use, display, or threaten the use of a weapon is outside the scope of employment for purposes of District defense, indemnification, and risk management coverage.

Any demands, liabilities, claims, damages, actions, proceedings, attorney fees, or costs arising out of such personal conduct are the responsibility of the employee and are not covered by District risk management, defense, or liability protection unless coverage is required by law or expressly approved by the Board. This provision does not alter any rights, restrictions, or authorizations established by state weapons law or by a lawful District assignment.

*Source: MSD Policy 7160, approved 2021.*