

**FIREARMS – PROHIBITED PRACTICES**

State	Prohibited Practices
Federal	No relevant statutory provisions.
Alabama	No relevant statutory provisions.
Alaska	No relevant statutory provisions.
Arizona	No relevant statutory provisions.
Arkansas	No relevant statutory provisions.
California	No relevant statutory provisions.
Colorado	No relevant statutory provisions.
Connecticut	No relevant statutory provisions.
Delaware	No relevant statutory provisions.
District of Columbia	No relevant statutory provisions.
Florida	<p><b>Private and public employers:</b> No employer may terminate the employment of or otherwise discriminate against an employee, or expel a customer or invitee for exercising his or her 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 (Fla Stat, Sec. 790.251(4)(e)).</p> <p>No employer shall condition employment upon either the fact that an employee or prospective employee holds or does not hold a license to carry a concealed firearm; 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 when such firearm is kept for lawful purposes (Fla Stat, Sec. 790.251(4)(c)).</p> <p>D12No employer may violate the privacy rights of a customer, employee, or invitee by verbal or written inquiry regarding the presence of a firearm inside or locked to a private motor vehicle in a parking lot or by an actual search of a private motor vehicle in a parking lot to ascertain the presence of a firearm within the vehicle. Further, no employer may 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 (Fla Stat, Sec. 790.251(4)(b)).</p>
Georgia	<p><b>Private and public employers:</b> No employer, including the state and its political subdivisions, shall condition employment upon any agreement by a prospective employee that prohibits an employee from entering the parking lot and access thereto when the employee's privately owned motor vehicle contains a firearm that is locked out of sight within the trunk, glove box, or other enclosed compartment or area within such privately owned motor vehicle, provided that any applicable employees possess a Georgia weapons carry license (Ga CodeAnn, Sec. 16-11-135(b)).</p> <p>No employer shall establish, maintain, or enforce any policy or rule that has the effect of allowing such employer or its agents to search the locked privately owned vehicles of employees or invited guests on the employer's parking lot and access thereto (Ga CodeAnn, Sec. 16-11-135(a)).</p>
Hawaii	No relevant statutory provisions.
Idaho	No relevant statutory provisions.
Illinois	No relevant statutory provisions.
Indiana	<p><b>Private and public employers:</b> An employer doing business in Indiana may not: (1) require an applicant for employment or an employee to disclose information about whether the applicant or employee owns, possesses, uses, or transports a firearm or ammunition, unless the disclosure concerns the possession, use, or transportation of a firearm or ammunition that is used in fulfilling the duties of the employment of the individual; or (2) condition employment, or any rights, benefits, privileges, or opportunities offered by the employment, upon an agreement that the applicant for employment or the employee forego the (a) rights of the applicant or employee under this chapter; or (b) otherwise lawful ownership, possession, storage, transportation, or use, of a firearm or ammunition (Ind Code, Sec. 34-28-8-6, as added by P.L. 17-2011 (S. 411), L. 2011, effective July 1, 2011).</p>
Iowa	No relevant statutory provisions.
Kansas	No relevant statutory provisions.

State	Prohibited Practices
Kentucky	<b>Private employers:</b> An employer that fires, disciplines, demotes, or otherwise punishes an employee who is lawfully exercising the right to possess a firearm in a vehicle and 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 (Ky RevStatAnn, Sec. 237.106(4)).
Louisiana	No relevant statutory provisions.
Maine	No relevant statutory provisions.
Maryland	No relevant statutory provisions.
Massachusetts	No relevant statutory provisions.
Michigan	No relevant statutory provisions.
Minnesota	No relevant statutory provisions.
Mississippi	No relevant statutory provisions.
Missouri	No relevant statutory provisions.
Montana	No relevant statutory provisions.
Nebraska	No relevant statutory provisions.
Nevada	No relevant statutory provisions.
New Hampshire	No relevant statutory provisions.
New Jersey	No relevant statutory provisions.
New Mexico	No relevant statutory provisions.
New York	No relevant statutory provisions.
North Carolina	No relevant statutory provisions.
North Dakota	<p><b>Private and public employers:</b> An employer may not 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 (ND CentCode, Sec. 62.1-02-13, as added by Ch. 503 (H. 1438), L. 2011, August 1, 2011).</p> <p>An employer may not 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 (ND CentCode, Sec. 62.1-02-13, as added by Ch. 503 (H. 1438), L. 2011, August 1, 2011).</p> <p>An employer may not 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 (ND CentCode, Sec. 62.1-02-13, as added by Ch. 503 (H. 1438), L. 2011, August 1, 2011).</p> <p>An employer may not 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 (ND CentCode, Sec. 62.1-02-13, as added by Ch. 503 (H. 1438), L. 2011, August 1, 2011).</p>
Ohio	No relevant statutory provisions.
Oklahoma	No relevant statutory provisions.
Oregon	No relevant statutory provisions.
Pennsylvania	No relevant statutory provisions.

State	Prohibited Practices
Puerto Rico	No relevant statutory provisions.
Rhode Island	No relevant statutory provisions.
South Carolina	No relevant statutory provisions.
South Dakota	No relevant statutory provisions.
Tennessee	<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 Section 39-17- 1313(a). Except as otherwise provided in Section 39-17-1313 for parking areas, nothing in this provision shall be construed as prohibiting an employer from prohibiting firearms or firearm ammunition on the premises of the employer. "Employee" means a natural person who performs services for an employer for valuable consideration and who possesses a valid handgun carry permit recognized in this state. "Employer" means a person, association, or legal or commercial entity receiving services from an employee and, in return, giving compensation of any kind to the employee (Tenn Code, Sec. 50-1-312, added by Ch. 80 (S.B. 1058), L. 2015).</p> <p>An employee unlawfully discharged or subject to an adverse employment action shall have a cause of action against the employer to enjoin future acts in violation of this provision and to recover economic damages plus reasonable attorney fees and costs. Actions must be filed in the chancery or circuit court having jurisdiction in the county where the alleged violation occurred. In such actions, the employee has the burden of establishing a prima facie case of discharge, or adverse employment action, based solely on the employee's transporting or storing a firearm or firearm ammunition in the employer's parking area in a manner consistent with Section 39-17-1313(a). If the employee satisfies this burden, the burden shall then be on the employer to produce evidence that 1 or more legitimate reasons existed for the employee's discharge or adverse employment action. The burden on the employer is one of production and not persuasion. If the employer produces such evidence, the presumption of discharge, or adverse employment action, raised by the employee's prima facie case is rebutted, and the burden shifts to the employee to demonstrate that the reason given by the employer was not the true reason for the employee's discharge, or adverse employment action, and that the stated reason was a pretext for discharge or adverse employment action. The allocations of burdens of proof apply at all stages of the proceedings, including motions for summary judgment. The employee at all times retains the burden of persuading the trier of fact that the employee has been the victim of discharge, or adverse employment action, based solely on the employee's adherence with Section 39-17-1313(a). The employee has 1 year from the date of termination of employment, or the date of adverse employment action, to file an action pursuant to this section. The presence of a firearm or ammunition within an employer's parking area in accordance with Section 39-17-1313 does not by itself constitute a failure by the employer to provide a safe workplace (Tenn Code, Sec. 50-1-312, added by Ch. 80 (S.B. 1058), L. 2015).</p>
Texas	No relevant statutory provisions.
Utah	No relevant statutory provisions.
Vermont	No relevant statutory provisions.
Virginia	No relevant statutory provisions.
Washington	No relevant statutory provisions.
West Virginia	No relevant statutory provisions.
Wisconsin	No relevant statutory provisions.
Wyoming	No relevant statutory provisions.