

FAQs for Enhanced Concealed Carry at North Idaho College

NIC leadership remains very committed to maintaining a safe work and learning environment. Threatening use or brandishing of concealed-carry weapons (or any other weapons) will not be tolerated. Please be aware that carrying a legal, concealed weapon is not, in and of itself, a disruptive or threatening act. While concealed-permit holders may have familiarity and be at ease carrying a loaded weapon, it's asked that they be aware that many people on our campus are not familiar with handguns and are uncomfortable in their presence.

Be advised that the campus is obliged to follow this law to the letter and is not at liberty to enact policies or provisions that violate it. Any changes to the law would have to come through the state legislative process.

This Question and Answer page has been prepared to provide clarification on how the law works on the campus.

Q | What concealed carry guidelines are permit holders required to follow in order to sufficiently conceal a weapon?

Only enhanced concealed-carry permit holders are allowed to carry a weapon on campus. An enhanced concealed-carry permit requires additional firearm training such as instruction on firearms law conducted by a law enforcement officer, instruction on self-defense principles, live-fire training that includes firing a minimum of 98 rounds, and basic concepts of safe/responsible use of handguns.

The law does not define what concealed means, but permit holders must ensure that the weapon is located on the individual's body (or their immediate belongings, such as a purse or backpack) and is not readily ascertainable. A firearm is not concealed when it is viewable by another person in ordinary observation.

Q | What weapons are covered under the concealed-carry permit?

Only firearms are covered by the statute. A firearm is a pistol, revolver, or other handgun the length of the barrel which, not including any revolving, detachable, or magazine breech, does not exceed 12 inches. All other weapons – rifles, semi-automatic weapons, knives and other edged weapons – are still not permitted on campus.

Q | Who has the authority to ask an employee or student who is carrying a concealed weapon if he or she has the appropriate permit?

Anyone is permitted to ask, but the individual asked is not required to reply unless asked by law enforcement.

Q | What does it mean to “brandish” a weapon? If someone is brandishing a weapon, what actions should be taken?

“Brandishing” is displaying a weapon in a threatening manner. If you see anyone brandishing a weapon, call the law enforcement at 911 immediately and take precautions to protect yourself (evacuate the area or retreat behind a locked door depending on the circumstances).

Q | What responsibility does an enhanced concealed-carry permit holder have to keep his or her weapon absolutely concealed? Are they violating the terms of their permit if someone gets a glimpse of their weapon?

A person with a concealed-carry permit must ensure that their weapon is concealed. If a firearm is partially viewable the authorities will be contacted and the person may be removed from campus. Any brandishing of a weapon is absolutely prohibited and will result in automatic removal from campus.

Q | Can a student who legally possesses a concealed handgun be excluded from the classroom on the grounds that the student’s presence and his or her concealed weapon constitutes a class disruption?

No. The mere act of concealing a handgun with the appropriate permit as authorized by law is not in and of itself a disruption of class activity. Enhanced concealed-carry permit holders should not be excluded from class under any supposition that their presence alone is a “disruption.” Another person’s adverse reaction to someone carrying a handgun in accordance with the concealed carry act is not grounds to eject the permit-holder from the classroom.

However, if the weapon is visible, the student may be removed from the campus/classroom until appropriate personnel have assessed the situation. Contact security with any questions.

Q | Can faculty ask a student who holds a concealed-carry permit to report that status to them?

While faculty can ask a student who has a concealed-carry permit to report that status to them, students are not required to provide this information to a faculty member. Any voluntary reporting of concealed-carry permit status by a student to a faculty member should be done privately. **Faculty should not, under any circumstances, coerce students into complying with their requests or pressure them to answer concealed carry queries.**

Q | Can staff or student employees bring a concealed weapon everywhere on campus?

No. Individuals are not permitted to carry firearms in the NIC Residence Hall, Boswell Hall, Christianson Gymnasium or Lakeside Center (NIC Children's Center). Entrances to these facilities will be clearly posted regarding the prohibition of firearms.

Q | Can a supervisor request a list of employees who have received a concealed-carry permit?

No. The name of individuals with concealed-carry permits is not a matter of public record.

Q | Are there certain areas of the campus where, due to the nature of the work and/or workspace, an employee or student would be prohibited from carrying a concealed weapon (e.g., labs, daycare centers, and off-campus facilities)?

General Campus:

The only places on NIC's main campus **where concealed firearms are not permitted are the NIC Residence Hall, Boswell Hall, Christianson Gymnasium and Lakeside Center (NIC Children's Center).** An individual that is properly permitted may carry a concealed firearm in labs and other classrooms on campus.

Lakeside Center (NIC Children's Center):

The Idaho Department of Health and Welfare separately regulates firearms in daycare facilities. An individual may carry a concealed firearm at NIC's Children's Center during drop-off or pick-up of a child. Aside from pick-up and drop-off, staff and parents are not permitted to carry concealed weapons and must keep their firearms in a locked container that is inaccessible to children. Ammunition must be kept in a separate locked container. These rules apply at all times when children are present.

Private Facilities Being Rented by NIC:

Not all locations being used by NIC are owned by the college. Private owners may prohibit the carrying of concealed weapons on their property. Students must first look to see if the building they are entering has signage prohibiting the concealed carry of weapons.

Q | Under what circumstances can a supervisor tell employees they cannot bring a concealed weapon into the office?

There are no circumstances in which issuing this kind of directive would be permitted. Appointing authorities and supervisors may ask all employees to voluntarily not bring legal concealed carry weapons into the workplace, but they cannot require it or otherwise coerce their employee(s) through the workplace relationship to comply with the request.

Unless expressly required to do so by the Vice President for Student Services, the carrying (and use) of concealed weapons by employees is not within the course and scope of employment at NIC.

Q | Can employees bring a concealed weapon to a meeting (e.g., staff meetings, disciplinary meetings, performance coaching/evaluation meetings, trainings, campus resource consultations, and interviews)?

Yes. If the employee has a valid, enhanced concealed-carry permit and the weapon is concealed in accordance with the law. For assistance in any situation of concern, such as a performance review, please contact the Office of Human Resources at Ext. 3304.

Q | If I see someone carrying a weapon on campus, should I call the police?

Yes. The safest course of action is to call the Coeur d'Alene Police by dialing "911," followed by calling NIC Security at 769-3310. They will respond and make contact with an individual to determine if that person has a concealed-carry permit and is carrying a weapon legally. All concealed-carry permit holders are required to carry their permits on their person if they are also carrying their weapon.

Q | Can concealed carry permit holders bring their gun to a concert, athletic event, or performance?

No. All weapons (included concealed firearms) are prohibited in Boswell Hall, and Christianson Gymnasium. All weapons are also prohibited in the NIC Residence Hall.

Links:

Kootenai County Sheriff's Q&A on Concealed Carry

<http://www.kcsheriff.com/concealedweaponspermits.html>

Idaho Attorney General Link FAQ on Concealed Carry

http://www.ag.idaho.gov/concealedWeapons/concealedWeapons_index.html

Enhanced License to Carry Statute

<http://legislature.idaho.gov/idstat/Title18/T18CH33SECT18-3302K.htm>