



SUMMARY OF NEW PROPOSED WVU BOARD OF GOVERNORS RULE AND AMENDMENTS

These proposals will be recommended for Notice of Proposed Rulemaking at the February 23, 2024 BOG Meeting

BOG Rule	Proposed Action	Brief Description of Proposed Rule or Amendments
BOG Finance & Administration Rule 5.14 – Deadly Weapons, Dangerous Objects, & W. Va. Campus Self-Defense Act	Adopt & Approve	<ul style="list-style-type: none"> • This new Rule is proposed to provide guidelines regarding Deadly Weapons and Dangerous Objects on WVU Property and the University’s implementation of W. Va. Code § 18B-4-5b, the Campus Self-defense Act (commonly referred to as Campus Carry). • Section 2.1 of the proposed Rule provides that Deadly Weapons and Dangerous Objects are prohibited on University property except as specifically provided by this Rule or by law. • As required by the W. Va. Self-defense Act, Section 2.2 provides that the prohibition in Section 2.1 does not apply to a person holding a License to carry a Concealed deadly Weapon and who is carrying a Concealed Pistol or Revolver on WVU Property except as provided in Section 2.3. • Section 2.3 provides that all Deadly Weapons, including Concealed Pistols and Revolvers, are prohibited in several locations including, but not limited to, the following: <ul style="list-style-type: none"> ○ At an organized event taking place at a stadium or arena with a capacity of more than 1,000 spectators; ○ At a daycare facility located on WVU Property; ○ In the secure area of any building used by University Police or other law-enforcement agency on WVU Property; ○ In an on-campus room or rooms in which a student or employee disciplinary proceeding is being held; ○ In Sole Occupancy Offices, but only in those offices where the sole occupant notifies those who may be entering that Concealed Pistols and Revolvers are prohibited; and ○ In on-campus residence halls, except common areas such as lounges, dining areas, and study areas. • Section 3 outlines the resources the University’s Administration must provide related to this Rule and the University’s compliance with the Campus Self-defense Act, including an informational website and

		<p>Frequently Asked Questions.</p> <ul style="list-style-type: none"> • Section 4 outlines the penalties for violations of this Rule. A University Employee or Student who fails to abide by the requirements within this Rule shall be subject to appropriate disciplinary action, including warning, suspension, termination, or other disciplinary action as may be appropriate. If any other person fails to follow this Rule, they shall be subject to appropriate action, including a request to leave campus or temporarily relinquish the prohibited item and, if they fail to do so, referral for any appropriate criminal action and/or issuance of a trespass notice.
<p>BOG Talent & Culture Rule 3.5 – Employee Leave</p>	<p>Amend & Approve</p>	<ul style="list-style-type: none"> • Amendments to the following sections of this Rule are proposed as follows: <ul style="list-style-type: none"> ○ Section 2.2.3 – Definition of terminal leave period was moved to the definition section. ○ Section 2.2.6 – Modifies the language to provide clarity regarding when employees may accrue sick and annual leave while they are out on a leave covered by FMLA. ○ Section 5.3.1 and 10.5 – Modifies language to provide that employees who fail to report at the conclusion of a leave period will now be considered to have resigned rather than terminated. ○ Section 5.4 – Deletes the statement that employees get up to 12 months for a medical leave period and replaces it with a simple statement that the University will grant leave in accordance with the FMLA, ADA, and other relevant laws. ○ Section 5.8 – Modifies the language to provide that disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom shall be handled on a case-by-case basis. ○ Section 8.1.3 – Modifies the language to provide that an employee's position immediately before parental leave shall be held for the employee's return to the position for a period of at least 12 weeks and any additional time as required by the ADA and relevant law. ○ Section 8.3 – Deletes the statement that a failure to submit a written request 2 weeks prior to the birth would result in a denial of parental leave. ○ Section 17 – Adds definitions of FMLA, ADA, and Terminal Leave Period