



Written by [Drew Dorans](#) on August 8, 2023

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## The Second Amendment at Work

President Joe Biden and the liberal Left are taking aim at our God-given, constitutionally protected right to keep and bear arms. “Biden has repeatedly mocked the Second Amendment, claiming it ‘doesn’t say that you can own any weapon you want,’” reads a recent Fox News headline.

As part of his ongoing anti-gun crusade, the president joked at a fundraiser in June that Americans would “need an F-16” to oppose the U.S. government. “You need something else than just an AR-15,” he quipped.



AP Images

He made the same wisecrack in January at the National Action Network’s annual Martin Luther King, Jr. breakfast in Washington, D.C. Ridiculing Second Amendment supporters, he also sneered (and blundered), “I love my right-wing friends who talk about the tree of liberty is water of the blood of patriots.”

For now, we’ll ignore his misquote of Founding Father and former President Thomas Jefferson. We’ll also leave for another discussion the unwavering affinity of dictators throughout history (e.g., Hitler, Stalin, Mao Zedong) for the confiscation of weapons from the general populace.

Instead, our current focus is more practical and commonplace. Biden’s relentless campaign to demonize guns and deride gun owners has led many to blame the Second Amendment for soaring violent-crime rates, and has convinced still more that the only path to safety is to strip individuals of any real means of defending themselves.

Even some employers are illogically convinced that they should disarm staff to ensure a safe working environment. On the contrary, just as armed individuals have better chances against assailants, the best way to ensure workplace safety is by allowing employees to exercise their Second Amendment rights.

It is a logical conclusion, since practically any place on earth is safer when its occupants are armed. “Guns do not guarantee our safety, but they offer us a choice, and a chance,” says Kevin Michalowski, executive editor of *Concealed Carry* magazine and director of content for the United States Concealed Carry Association (USCCA).

He advocates myriad benefits of what he calls the concealed-carry lifestyle. “Concealed carry gives you an incredible tactical advantage,” he told *The New American*. “It provides criminals the ultimate opportunity to make a fatal error in the victim selection process.” A would-be assailant cannot plan how to take a gun from his victim if he doesn’t know it’s there. So, an individual with a hidden firearm enjoys obvious advantages over both unarmed victims and those who open carry.

Employers can benefit from these same advantages by promoting the concealed-carry lifestyle in the workplace. Companies that do so are also likely to see improvements in morale, says Michalowski. The reason is twofold: Employees feel safer since they know they can protect themselves, and they know their employer trusts them to behave in a legal, moral, and ethical manner.



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An organization that restricts firearms sends the opposite message. “If you don’t allow them to carry, you’re saying you don’t trust your staff to follow the law,” notes Michalowski. “If you don’t trust them to be law-abiding, maybe you shouldn’t have hired them in the first place.”

Further legal implications of restricting firearms are delineated in *Guns in the Workplace: A Manual for Private Sector Employers and Employees*, by former police officer and certified firearms instructor Chuck Klein. Though the book is more than 15 years old, Michalowski still references it as an ideal resource for organizations working to develop prudent firearms policies. He said it explains that when employers restrict firearms in states that allow them in the workplace, they effectively assume a duty of protecting their disarmed personnel. Could this open them to legal liability?



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It’s a pertinent question considering the growing popularity of pro-gun legislation in the last two decades. As of today, 27 states — more than 50 percent of the United States — have passed laws allowing constitutional carry or permitless carry. The USCCA website notes that 20 of these states have adopted constitutional or permitless carry in the last six years.

Moreover, Michalowski points out the moral implications companies face when determining firearm policy. “If someone comes into that workplace and starts shooting, more people are going to die if no one is armed and can stand up to the attacker,” he posits. “So, companies have to consider the morality of their policies, not just legalities.”

Think it could never happen to you? Shootings in public places in which four or more people are shot — defined by the government as “mass shootings” — are increasingly frequent in the United States, according to data compiled by The Violence Prevention Project Research Center, a nonprofit founded and funded by the U.S. Department of Justice. “Over half of the 35 deadliest mass shootings in the last 120 years occurred in the last decade,” reads the group’s website. And while school shootings seem to get more media attention, K-12 schools rank only seventh among the most common locations of U.S. “mass shootings.” Colleges and universities take ninth place. Four of the top five most frequent sites are retail outlets, restaurants, factories, and warehouses/office buildings.

Furthermore, when these calamitous events occur, unless the attacker dies by suicide, “the killing continues until the first armed responder arrives on the scene,” says Michalowski. If that armed responder is already on the scene, the attack is likely to be far less deadly.



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He bases his contention on data compiled in the book *Countering the Mass Shooter Threat: A Comprehensive Playbook for Every House of Worship, School, Business and Family in America*, by USCCA's chief instructor Michael Martin. Of the dozens of shootings analyzed in that work, slightly more than half ended before police arrived, and around one-third of those were stopped by the intended victims. How many more would have been cut short by pro-carry policies in the workplace?

The logical solution is to create a plan, and Martin recommends that every organization's strategy focus first on deterrence. From visible armed guards to simple signage indicating that customers and employees are encouraged to carry concealed firearms, there are numerous options to fit any place of business. The second step is training, which ought to include practice simulations akin to fire drills, along with first aid and follow-up instructions. Of paramount importance is clear delineation of who is responsible for various protective measures during an active-shooter event.

Regardless of specifics, Michalowski encourages all business owners to implement a clear policy regarding firearms in the workplace, and to encourage employees to take classes, as training is the most important part of owning a gun. "A firearm is the most effective tool to protect yourself," he advises, "and the only option in a life-or-death situation is to win."



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