Client Alert

New Hampshire Gun Storage

WHAT'S NEW: Effective January 1, 2025, New Hampshire amends its storage of firearms law to prohibit employers from requiring employees to disclose the storage of firearms or ammunition in personal vehicles and to prohibit employers from searching for firearms or ammunition in employee personal vehicles.

WHY IT MATTERS: The law already provides specific requirements for the secure storage of firearms to reduce unauthorized access and prevent accidents. However, this amendment to the law prohibits employers from requiring employees to disclose the specific location of any firearms stored in their personal vehicles and bans employers from searching for firearms or ammunition in an employee's personal vehicle. Employers can still ban firearms in the workplace, work sites, and company vehicles.

Employees must continue to adhere to all other state laws concerning the possession of firearms, such as laws relating to:

- **Secure Storage**: Gun owners are required to store firearms in a locked container or use a safety device, such as a trigger lock, to render the firearm inoperable when not in use. This is particularly important in households where minors or individuals prohibited from possessing firearms are present.
- **Legal Liability**: Firearm owners who fail to comply with these storage requirements may face legal penalties if unauthorized access results in harm, a crime, or other misuse of the firearm.

WHAT EMPLOYERS SHOULD DO: Employers should:

- Update their firearms storage policy in the company handbook to reflect the changes in the law as it relates to the personal vehicles of company employees.
- Consider educating employees about the new requirements and any updated workplace policies.
- Reassess current security measures and procedures to mitigate risks associated with firearm storage on company property within employee personal vehicles.

Please reach out to your Engage Human Resources Partner if you have any questions concerning this alert or other HR-related matters.