

Article IX.A.1.j. Employee Protection from Assaults

A. Statement of Policy

Employees involved in an assault in connection with his or her employment are subject to the following guidelines:

1. Any employee party to any assault in connection with his or her employment shall immediately submit a written report of the circumstances thereof to the principal or immediate supervisor. The employee shall also make supplemental written reports as needed, attaching copies of any summons, complaint, process, information, indictment, notice or demand served upon the employee in connection with such assault within five days after having been served therewith, and reporting the final disposition of any such proceeding.
2. If any employee is complained against or sued in a civil or criminal action as a result of action taken by the employee while acting as an agent of the Board within the scope of his or her employment and assignment, the Board, upon written request, will provide legal counsel in defense of any legal action taken insofar as the interest of the employee and the District are not conflicting. Fines, damages, penalties or forfeitures shall not be paid by the Board.
3. To the extent that the District may be liable for the employee's conduct under applicable Utah law, the Board shall provide civil liability insurance coverage for the benefit of the employee pursuant to the provisions of the Utah Governmental Immunity Act.
4. Subject to a recommendation of the principal and approval by the superintendent, the Board shall pay an amount no less than \$25 and no more than \$200 for verified damage to an employee's personal property which may be incurred by the employee as a result of an attack on their person while on duty. Payment of the Board shall not be construed as an admission of responsibility or liability by the Board, its agents or employees.
5. Nothing in this policy shall prejudice any action that the Board might otherwise take regarding the employee's employment status.