

## EMPLOYEE PROTECTION

### Policy Statement

An employee may use reasonable force as is necessary to protect him/herself or others from immediate physical injury, as well as obtain possession of a dangerous instrument or controlled substance, or to obtain control of the student and protect property from physical damage. When there is "reasonable suspicion" of weapons or other contraband, school officials may search students' lockers. Physical force may not be used as a disciplinary measure.

No school administrator shall interfere with the right of any school employee to file a complaint with the local police authority in cases of threats of physical violence or actual physical violence against such teacher or employee.

Employees shall immediately report cases of assault or any injury suffered by them in connection with their employment to their principal or other immediate superior. The Board of Education shall reimburse an employee for the cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of his/her employment.

Any employee may provide emergency medical assistance when necessary. Section 32-557b of the General Statutes grants immunity from liability for emergency medical assistance to a person in need of it when the assistance is given by a teacher or other school personnel on the school grounds, in a school building, or at a school function, provided that the teacher or other staff member has completed a course in first aid offered by any certified municipal health department. Such immunity extends to civil damages for any personal injuries which result from acts or omissions by the person giving the emergency care or first aid, which might constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful, or wanton negligence. The provisions of this section shall not be construed to require any employee to render emergency first aid.

If criminal or civil proceedings are brought against an employee alleging that he/she committed an assault or provided poor emergency medical assistance, in connection with his/her employment, such employee may request the Board of Education to furnish legal counsel to defend him/her in any civil action or proceeding brought against the employee, within the limits set by law.

## 4148/Employee Protection

As required by law, the Board of Education will file a report annually with the State Board of Education indicating the number of threats and physical assaults made by students upon teachers, administrators and other school personnel, and the number of physical assaults involving dangerous weapons made by students upon other students.

Adopted: 3/14/90

Revised: 7/25/95, 02/24/04

### Reference

- Connecticut General Statutes

10-235, Indemnification of teachers, board members, employees and certain volunteers and students in damage suits; expenses of litigation.

10-233g, Reports of principals to police authority concerning assaults upon school employees by students.

10-236a, Indemnification of educational personnel assaulted in the line of duty.

52-557b, "Good Samaritan Law." Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

53a-18, Use of reasonable physical force or deadly physical force generally.

- Public Act 94-115, An Act Concerning School Searches