

**Staff Protection****I. USE OF PHYSICAL FORCE**

- A. Permissible Uses:** An employee may use reasonable force as is necessary to protect him/herself or others from immediate physical injury, to obtain possession of a dangerous instrument or controlled substance, to obtain control of a student, protect property from physical damage, or to restrain or remove a student to another area to maintain order.
- B. Physical Force for Discipline:** Physical force may not be used as a disciplinary measure.

**II. ASSAULT ON EMPLOYEES**

- A. Reporting an assault:** Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior, and to local law enforcement agencies. Such notification shall be forwarded immediately to the superior who shall comply with any reasonable request from the employee for information in the possession of the superintendent relating to the incident or the persons involved, and shall act as liaison between the employee, the police, and the courts.
- B. Filing a Complaint with Police:** No school administrator shall interfere with the right of a teacher or other 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.
- C. Reimbursement for Medical Expenses:** 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.

- III. IMMUNITY FROM LIABILITY:** Connecticut 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 the American Red Cross, the American Heart Association, the National Ski Patrol, the Department of Public Health or any director of health, as certified by the agency or director of health offering the course. The teacher or other school personnel shall not be liable to such person assisted for civil damages for any personal injuries which result from acts or omissions by such person in rendering the emergency first aid, which may constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful, or wanton negligence.

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IV. **CIVIL PROCEEDINGS:** If civil proceedings are brought against an employee alleging that the employee committed an assault in connection with his/her employment, such employee may request the Board of Education to furnish legal counsel to defend the employee in any civil action or proceeding brought against the employee, within the limits set by law.

**Legal References:** Connecticut General Statutes

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

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

10-236a. Indemnification of educational personnel.

52-577b. "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.

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