

## Staff Protection

Job-related assault will be defined as any physical assault or battery upon an employee which takes place at any time during an employee's performance of work-related duties, either on district grounds or off.

1. Reporting the Assault:
  - a. The employee will report the assault or see that the assault is reported to his/her supervisor as soon as possible after the event;
  - b. The supervisor will assist in: (1) seeing that appropriate medical attention is given and/or arranged for; (2) seeing that the assault is reported and/or filed with the appropriate police agency; (3) reporting the incident to the superintendent's office so insurance procedures can be initiated;
  - c. The incident will be reported to the district's attorney by the superintendent or a designee.
2. Attorney Accessibility. The district will arrange a conference with the district's attorney at district expense. The attorney will provide the employee with information and/or direction in regard to:
  - a. Filing the complaint with the proper authority;
  - b. Criminal trial procedure;
  - c. The availability of civil remedies.
3. Days Missed as a Result of Assault. Days absent from duty, whether for injury, doctor's or health practitioner's direction, hospitalization, attorney consultation or court proceeding directly relating to the assault, will not be charged against any leave days, but the absence(s) must be consistent with worker's compensation guidelines.

### Limitations:

- a. The doctor or health practitioner must release the employee for return to work;
- b. Upon the doctor's or health practitioner's release, the employee must return to work. If the employee chooses to be absent after the doctor's or health practitioner's release and if the absence is or is claimed to be a result of the assault, the absence(s) will be subtracted from the employee's accumulated sick leave;
- c. The district reserves the right to consult with the attending doctor or health practitioner before and/or after the release of the employee.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)

[ORS 656.240](#)