

**Phoenix-Talent
School District 4**

Code: **GBEA**
Adopted: 2/04/82
Readopted: 12/10/09, 2/04/10

Staff Protection

Any staff member who is threatened with harm or is harmed is to notify his/her principal or supervisor immediately.

The School District may protect its employees through a liability insurance program, and the School District may hold harmless and defend any district employee from claims for damages caused or alleged to have been caused in whole or in part by that employee while performing assigned duties as an employee of the District at the time the claim is made, provided that the District shall not be obligated to assume any costs or judgments held against the employee when such damages are proved to be due to the employee's negligence, violation of law, or criminal act as determined by a court of law.

All employees, including students as required by Oregon law, are covered by the District Workers' Compensation Insurance. Any injury or illness to an employee while on duty must be reported at once to the immediate supervisor who will submit a written report to the Superintendent's office within two business days. The employee will be advised to notify the medical service provider that the injury or illness is covered by workers' compensation laws. The accident or illness must qualify as an industrial accident or illness under state law and District regulations.

Any employee who is injured while on duty or becomes ill as a result of performing his/her responsibilities may receive compensation and expenses as prescribed by state law and rules.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 656.033](#)

[ORS 657.170](#)

[OAR 437-001-0760](#)