

Sherman County S. D.

Code: **GBEAA**
Adopted: 8/14/95

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. Self-Protection. Employees may take reasonable and necessary action to protect themselves from immediate impending assault, but the employee must also use appropriate measures to avoid assault.
2. 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 district office so insurance procedures can be initiated;
 - c. The incident will be reported to the district's attorney by the superintendent or a designee.
3. Medical Expenses as a Result of Assault. The district will apply for workers' compensation on behalf of the employee. The employee will also be eligible for the district's medical insurance and accidental death and dismemberment if the employee is on the roll for these benefits prior to the assault.
4. Findings of Fault. In the event a court of law finds that the employee was the aggressor in the assault incident, all payments of benefits will cease and the district will have a cause of action against the employee for repayment of benefits.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)
[ORS 656.240](#)