

STAFF PROTECTION FROM ABUSE

The New Hanover County Schools will be vigorous in its protection of all employees from physical and psychological abuse. Employees who believe that they have been abused or threatened shall report the situation to their principal or supervisor.

An episode of violence shall be defined as, but shall not be limited to, any acts of violence directed toward any school building or facility or toward any employee or student by any person including other students or employees. This shall not apply to employees who are injured when they participate in or provoke an episode of violence unless such action is to provide for the maintenance or restoration of order or in order to defend oneself.

Whenever employees are temporarily absent from the worksite and temporarily unable to perform their duties as a result of a medical injury determined to have been received during an episode of violence and while acting in the scope and work of employment, they shall be paid their full salary, less the amount of any workers' compensation payments or any award made for temporary disability. Employees shall be entitled to receive their full salary during the shortest of these periods: one year, the continuation of their disability, or the time during which they are unable to engage in employment because of injury.

The New Hanover County Board of Education supports fully the prosecution of any student, employee, or school visitor who assaults a teacher, student or other staff member. In cases where legal action is warranted, the Superintendent and/or Principal, acting as agents for the Board of Education, may co-sign the complaint with the assailed employee. Legal questions will be handled by the Board of Education's attorney.

Legal Reference: N.C.G.S. 115C-338.

Current practice codified 1986

Adopted: 04/14/87

Revised: 04/09/91

Revised: 11/09/10