

**Employee Protection**

An employee may use reasonable force as is necessary to protect himself/herself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or in the control of a student or to restrain a minor or remove a minor to another area to maintain order.

Employees shall immediately report cases of assault suffered by them in connection with their employment to administration, and to local law enforcement agencies. Such notification shall be forwarded immediately to the Superintendent 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.

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.

As required by law, the Superintendent will file a report annually with the State Board of Education indicating the number of threats and physical assaults made by students upon teachers, administrators, and other school personnel, and the number of physical assaults involving dangerous weapons made by students upon other students.

If criminal or 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 Bethany Board of Education (Board) to furnish legal counsel to defend the employee in any civil action or proceeding brought against the employee, within the limits as set forth by law.

The Board shall reimburse an employee for the cost of medical, surgical, or hospital services (less the amount of any insurance reimbursement and/or workers' compensation payments) incurred as the result of any injury sustained in the course of his/her employment.

State law 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 State Department of Health Services, or any municipal health department, as certified by that agency, has such immunity that extends to civil damages for any personal injuries which result from acts or omissions by the person giving the emergency care or first aid, which might constitute ordinary negligence. Such immunity does not apply to acts or omissions constituting gross, willful, or wanton negligence.

**PERSONNEL – CERTIFIED/NON-CERTIFIED**

**4148(b)**  
**4248(b)**

Legal Reference: Connecticut General Statutes § 10-233b  
Connecticut General Statutes § 10-233c  
Connecticut General Statutes § 10-233g  
Connecticut General Statutes § 10-235  
Connecticut General Statutes § 10-236  
Connecticut General Statutes § 10-236a  
Connecticut General Statutes § 52-557b  
Connecticut General Statutes § 53a-18  
Connecticut General Statutes § 53a-19

Policy adopted: September 9, 1991  
Policy revised: April 8, 2015  
Policy revised: June 8, 2016  
Policy revised: December 9, 2020

Source: CABE