



PROCEDURE

Title: **PROTECTION OF
UNREPRESENTED STAFF AND
TRUSTEES**

Procedure No.: 2024a
Effective Date: **2011 Jan. 11**

Department: Director's Services

Reference(s): - Protection of Unrepresented Staff and Students Policy #2024

In cases where the Board's Indemnification Policy and police assistance are not sufficient to protect unrepresented staff or Trustees and their families from harassment, intimidation or other improper conduct resulting from their position or the good faith performance of their duties or responsibilities, the Director of Education may authorize the Board's solicitors to initiate civil legal proceedings at the Board's cost to provide prompt assistance to the staff member or Trustee to the extent necessary to protect the individual and/or family. An example would be an application for injunctive relief to restrain or limit improper conduct affecting the staff member or Trustee (including their family). The staff member or Trustee is not entitled to receive monetary relief through such civil proceedings, if funded by the board. In the event the Director of Education authorizes assistance, the Director of Education shall promptly thereafter notify the Chair.

If the Board's solicitors are unable to provide assistance to the individual, the Director of Education may authorize the use of another law firm.

In cases where the Director of Education requires such legal assistance, the Chair (or designate) would fulfill the decision making role.

Administered By: **DIRECTOR'S SERVICES**

Amendment/Reviewed Date(s): 2017 Sept 26