



<p align="center">Policy Title Employee Protection</p>	<p align="center">Original Adoption Date 7/1/79</p>	<p align="center">Policy Number HR-335</p>
<p align="center">Responsible College Division/Department Human Resources</p>	<p align="center">Responsible College Manager Title Vice President of Administration</p>	
<p align="center">Policy Statement</p> <p>Lakeshore Technical College (LTC) provides worker's compensation coverage for work-related and accident occurrences, errors and omissions liability coverage for employment and education legal actions, general liability coverage, and coverage for medical services provided in the course of employment.</p> <p>Employees will be defended by LTC in any charges or lawsuits brought against them as a result of carrying out assigned duties and responsibilities within the scope of their employment at the college and while in compliance with college policies, procedures, and state and federal law.</p> <p>The college will refer lawsuits and charges made against employees to the college's legal counsel. The college's legal counsel will make a preliminary decision whether the employee's act was within the scope of employment and whether the college will defend the employee.</p> <p>If the college decides not to defend the employee and if the employee's actions are subsequently found by a court of competent jurisdiction to be within the scope of their employment, the college will reimburse the employee for all legal defense costs incurred by the employee.</p>		
<p align="center">Reason for Policy</p> <p>To protect the college's employees from legal action related to their employment.</p>		
<p align="center">Historical Data, Cross References and Legal Review</p> <p>Created: 7/1/79 Reviewed/Revised: 3/19/81; 9/21/89; 11/16/89; 5/19/93; 12/15/94; 12/21/94; 6/17/96; 11/26/96; 11/19/10; 1/22/13, 9/16/19 Cross Reference: Insurance Management Legal Counsel Review and Approval: Wisconsin Statute 895.46; 893.80 Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.F. Asset Protection</p>		
<p align="center">Definitions</p>		

See [Staff Protection Procedure](#)