

<u>DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</u>	
<u>POLICY</u>	
POLICY NUMBER	P-0016
SUBJECT	INDEMNIFICATION FOR TRUSTEES, SENIOR MANAGEMENT, MID-MANAGEMENT, SCHOOL ADMINISTRATORS
EFFECTIVE DATE	(298) May 25, 2004
AMENDED DATE:	(365) October 25, 2005

Employees of the Dufferin-Peel Catholic District School Board occupy positions of public trust and confidence and, in such capacity, have become prone to becoming involved in their personal capacity in threatened or pending legal proceedings, on behalf of the Board.

Employees acting on behalf of the Board are required to act honestly and in good faith with a view to the best interests of the Board, and are encouraged to exercise care, diligence and skill in the carrying out of their duties, without fear of legal reprisal in their personal capacity.

Accordingly, it is in the best interests of the Board to indemnify employees on the following basis:

The employees and the employees' heirs, executors, administrators and personal representatives, respectively, may be indemnified and saved harmless out of the funds of the Board from and against:

- a) All costs, charges and expenses whatsoever the employee sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against the employee for or in respect of any act, deed, matter or thing whatsoever made, done or permitted by the employee in or about the execution of the duties of office; and
- b) All other costs, charges and expenses the employee sustains or incurs in or about or in relation to the affairs of the Board;

Except such costs, charges and expenses as are occasioned by the employee's willful neglect or failure to act honestly and in good faith with a view to the best interests of the Board.

REGULATIONS

1.03 INDEMNIFICATION FOR TRUSTEES, SENIOR MANAGEMENT, MID-MANAGEMENT, SCHOOL ADMINISTRATORS

The Director of Education, as Chief Executive Officer and Secretary to the board, shall bring to the Board of Trustees' attention any legal action involving either Trustees, Senior Management, Mid-management or School Administrators who, in the diligent performance of their duties, have found themselves involved in legal proceedings.

The Trustees, as the Board, shall choose to grant/or not grant indemnification for the legal costs, on the recommendation of the Director of Education as Chief Executive Officer and Secretary to the Board.