



## Policy: Legal Assistance for ChildNet Employees Named in Suit

**ChildNet Number:** CN 009.023  
**Original Approved Date:** June 16, 2010  
**Policy Revised Date(s):**  
**Policy Sunset Date:**  
**COA Standard(s):** RPM 2.06

### Statement of Policy:

ChildNet assumes the cost for legal assistance to personnel against whom claims are made arising out of lawful, authorized actions taken within the course and scope of their employment.

**Board Chair's Signature:**  **Date:** 10/29/10



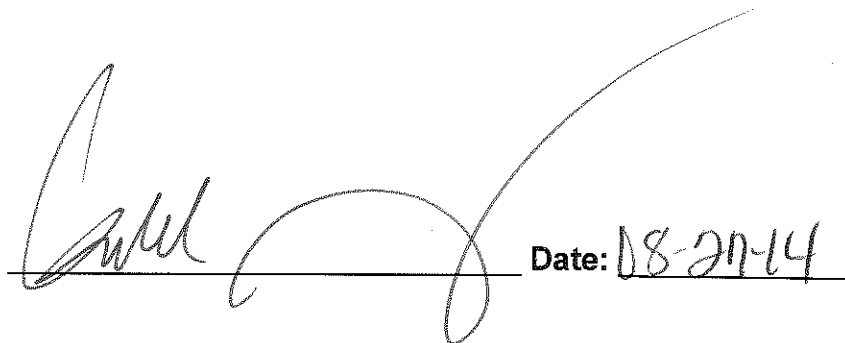
## Procedure: Legal Assistance for ChildNet Employees Named in Suit

**ChildNet Number:** CN 009.023  
**Original Approved Date:** June 16, 2010  
**Procedure Revised Date(s):** August 22, 2014  
**Procedure Sunset Date:**  
**COA Standard(s):** RPM 2.06

### Procedure:

1. ChildNet provides employees with legal representation through the organization's insurance carrier if the employee is named individually in a civil lawsuit based on claims arising out of his or her employment. Such representation is not provided if the employee acted outside the course and scope of his or her employment.
2. ChildNet or the insurance carrier may pay a monetary damage award against an employee unless it is determined in the final judgment that the employee "caused the harm intentionally," F.S. 284.38 and F.S. 409.1671.
3. In the event a ChildNet employee is found to have caused harm intentionally, he or she is personally responsible for paying the monetary judgment.
4. There may be instances in which ChildNet declines to defend an employee before a final judgment is rendered due to undisputed facts of the incident normally developed through agency investigation, law enforcement, Inspector General, or other applicable body.
5. In most cases ChildNet, through its insurance carrier, provides the employee with the services of a civil attorney, pays all attorney fees and costs, any compensatory damage award and any claimant attorney fees awarded by the court.

**President's Signature:**

  
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**Date:** 08-27-14