

**BROOKDALE COMMUNITY COLLEGE  
COLLEGE POLICY**

**3.9010 Indemnification of Employees for Exemplary or Punitive Damages**

**I. Title of Policy**

Indemnification of Employees for Exemplary or Punitive Damages

**II. Objective of Policy**

To indemnify employees of the College in connection with claims brought by third parties against them, in their individual capacities, related to their employment with the College as permitted by Statute.

**III. Authority**

N.J. S.A. 59:10-4

**IV. Policy Statement**

The College is empowered to indemnify College employees consistent with the provisions of N.J.S.A. 59:10-4.

The College may indemnify an employee of the College for exemplary or punitive damages resulting from the employee's civil violation of State or federal law, if in the opinion of the Board of Trustees, the acts committed by the employee upon which the damages are based did not constitute actual fraud, actual malice, willful misconduct or an intentional wrong.

**V. Responsibility for Implementation**

Board of Trustees

Approved: Board of Trustees, 04/24/2024