

**INDEMNIFICATION OF THE BOARD OF GOVERNORS, OFFICERS, EMPLOYEES, AND VOLUNTEERS AND COMMITTEE MEMBERS**

Section:	Administration (AD)
Subject:	Organization of the Institution
Legislation:	
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**APPROVED:**

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Chair, on Behalf of SAIT's Board of Governors

## POLICY

The policy of the Board of Governors is to indemnify and save harmless present and past members of the Board of Governors, officers, employees, volunteers, committee members and SAIT employees who are directors and officers of subsidiaries from any and all personal and legal liability that might arise out of any act or omission on the part of such person.

### DEFINITIONS

<b>Employee</b>	Any SAIT employee, permanent or temporary, full-time or part-time, salaried or hourly-rated.
<b>Subsidiary</b>	A subsidiary that SAIT owns, controls or operates in which SAIT has more than a 50% interest.

### GOVERNING PRINCIPLES

1. The act or omission from which the individual is indemnified and saved harmless must:
  - a) Have been made honestly and with a view to the best interests of SAIT or its subsidiaries;

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- b) Have occurred within the course and scope of that individual's duties on behalf of SAIT or its subsidiaries; and,
- c) In the case of criminal or administrative action or proceeding that is enforced by a monetary penalty, have been made by that individual with reasonable grounds for believing, and who did believe, that the conduct was lawful.

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