



**WPI Policy of Indemnification for  
Faculty, Professional Staff and All Other Employees**

(Approved by the Board of Trustees, February, 1986)  
(Revised through APG and approved by President Soboyejo, March 31, 2023)

WPI shall indemnify and hold harmless all of its Faculty, Professional Staff and all other Employees including those who serve at its request as Faculty, officers, employees or agents of any affiliated organization, and their respective heirs, administrators, successors and assigns, against any and all reasonable liabilities, losses, costs and expenses, including amounts paid upon judgments, legal counsel fees, and amounts paid in settlement (before or after suit is commenced), actually and necessarily incurred by such persons in connection with the defense or settlement of any claim, action, suit, investigation or proceeding, whether civil or criminal, or both, in which they, or any of them, are made parties, or a party, or which may be asserted against them or any of them, by reason of being or having been in one of the above-described relationships with WPI, or of such affiliated organization. No indemnification shall be provided for any person with respect to any matter as to which they shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that their action was in the best interests of WPI and conformed to the requirements of their employment. Each person to be indemnified shall provide WPI with an undertaking to repay the amounts advanced on their behalf if they shall be adjudicated not to have been entitled to indemnification, which undertaking may be accepted without reference to the financial ability of such person to make repayment.