



**Responsible Department:** Enterprise Risk Management

**Recommended By:** Provost, SVC Business and Financial Affairs

**Approved By:** Chancellor

**Policy Number**  
RISK 2.50.030

**Effective Date**  
7/28/2023

**I. INTRODUCTION**

In the event an Employee sustains a work-related accident or illness, the University provides information for the Employee to secure medical treatment at a designated medical provider, and, if necessary, time for recuperation. Units and employees are expected to follow applicable safety rules, procedures, and protocols when completing their job duties to help mitigate the risk of injury.

**II. POLICY OVERVIEW**

Consistent with applicable law, the University provides Workers' Compensation Insurance coverage for Employees who experience a work-related injury, which may include care from University-designated medical providers, coverage of incurred medical expenses, and/or indemnity costs.

The University conducts pre-placement screening of potential new hires for certain positions to match applicants to the job requirements of that position. The University identifies positions requiring pre-placement screening of applicants by evaluating the nature of the position to determine whether the position poses a higher probability of injury.

**III. PROCESS OVERVIEW**

The University values the efforts of all Employees and strives to have injured Employees return to the workforce as soon as they are able to safely do so. To facilitate the prompt return of injured Employees to work, consistent with the physical restrictions documented by a designated medical provider, the Employee's department shall temporarily assign the injured Employee to modified duties that the Employee can safely complete if such modified duties are available. If the Employee refuses those modified duties, the department must immediately notify Enterprise Risk Management so that the University can terminate the Workers' Compensation lost time benefits. Such temporary assignment to the modified duty program shall normally not exceed 90 days; however, under exceptional circumstances, the department, in consultation with Human Resources and Inclusive Community and Enterprise Risk Management, may extend the period for temporary assignment.

The University typically requires that an Employee assigned to the modified duty program be examined by their Workers' Compensation medical provider at least every forty-five (45) days. Any Employee who refuses or fails to attend a Workers' Compensation medical appointment or other Workers' Compensation meetings may be subject to progressive discipline, up to and including termination.

The Enterprise Risk Management Department shall establish procedures to implement this Policy.

#### IV. DEFINITIONS

A. "Employee" for purposes of this Policy is defined in C.R.S. §8-40-202 (2016).

#### V. RESOURCES

A. University of Denver Enterprise Risk Management [Workers' Compensation webpage](#)

B. [Colorado Workers Compensation Act](#)

<b>Revision Effective Date</b>	<b>Purpose</b>
<i>6/28/2021</i>	<i>Minor revisions</i>
<i>7/28/2023</i>	<i>Minor revisions to align policy with practice</i>