



UNIVERSITY of  
DENVER

# UNIVERSITY OF DENVER POLICY MANUAL WORKERS' COMPENSATION

**Responsible Department:** Enterprise Risk Management

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

**Approved By:** Chancellor

**Policy Number**

2.50.030

**Effective Date**

6/8/2018

## I. INTRODUCTION

In the event an employee sustains a job related accident or illness, the University desires to secure necessary and appropriate medical treatment and time for recuperation.

Recognizing the substantial expense involved with Workers Compensation Insurance, the University must take prudent measures to reduce risks to employees and resulting financial exposure to the community.

## II. POLICY OVERVIEW

The University shall provide Worker's Compensation coverage for employees that are injured in performance of their duties. Such employees shall be entitled, as prescribed by law, to care from University designated medical providers, compensation for incurred medical expenses, and indemnity costs.

It is the policy of the University to conduct pre-placement screening of certain potential new hires. The purpose of the pre-placement screens is to match applicants to the job requirements and reasonably accommodate all applicants. Positions requiring pre-placement screening of applicants will be identified by the nature of the position which could indicate a higher probability of injury.

## III. PROCESS OVERVIEW

The University values the efforts of all employees and desires to have injured employees return to the workforce as soon as they are safely able to do so. To facilitate the prompt return of injured employees to work, the employee's department shall administer modified duty to temporarily assign such employees to positions where they can safely work before returning to their normal assignment if modified duty is available. If modified duty is refused by the employee, then all Workers' Compensation benefits shall cease. Assignment to the modified duty program shall normally not exceed 90 days. Under exceptional circumstances the department in consultation with Human Resources and Enterprise Risk Management can extend this period as needed. An employee assigned to the modified duty program shall be examined by the designated Workers' Compensation physician at least every 30 days. Any employee refusing or neglecting to attend a Worker's Compensation interview will be subject to progressive discipline, up to and including termination.

The Enterprise Risk Management Department shall establish procedures pursuant to this Policy. Such procedures shall be in compliance with state Worker's Compensation law and in keeping with prudent loss control techniques.

#### **IV. DEFINITIONS**

None