

Board Policies

PERSONNEL

316.00 WORK COMP RETURN TO WORK

Cowley College believes the best approach to containing incidents and costs is to keep injuries and illnesses from occurring. We are committed to utilizing our resources to provide a safe work environment for everyone. Our employees are our greatest asset and we are committed to providing prompt, high quality medical care and returning injured employees to productive employment as soon as medically appropriate.

- An injured employee will work with a team including the treating medical provider, our Work Comp insurance carrier, and Human Resources to facilitate a safe return to work consistent with medical restrictions and operational needs.
- Injured employees may be offered modified or transitional work, if available, until they are able to resume normal duties.
- Modified work is considered temporary and our intention is to facilitate a return to regular work duties as soon as possible when medically feasible.
- All return-to-work decisions will be based on the employee's medical restrictions and in accordance with applicable workers' compensation laws and disability accommodation requirements.
- Employees are expected to cooperate with all return-to-work efforts, including accepting medically appropriate modified or transitional assignments.

Adopted March 19, 2007
Revised August 23, 2021
Revised September 21, 2026