



# POLICY STATEMENT 105 RETURN TO WORK POLICY FOR EMPLOYEES ON WORKERS' COMPENSATION

## POLICY DIGEST

Monitoring Unit: Human Resource Management  
Initially Issued: September 1, 2000

### I. PURPOSE

Louisiana State University (LSU) provides workers' compensation benefits to its faculty and staff in accordance with state law. This coverage includes the University's modified duty program designed to encourage employees, who have been released to perform work with limitations to return to work.

### II. POLICY

To return an employee to the workplace, LSU will make reasonable efforts to place the returning employee into a meaningful assignment, which he/she can perform while on modified duty on a temporary basis. LSU cannot guarantee placement and is under no obligation to offer, create, or encumber any specific position for purposes of offering placement. All final decisions regarding placement shall be made by the Human Resource Management Office.

This policy is not intended to instruct the procedure applicable to employees who are eligible for reasonable accommodation under the Americans with Disabilities Act (ADA) or leave benefits under the Family and Medical Leave Act (FMLA). Inquiries about eligibility under the ADA or FMLA should be directed to the Human Resource Management Office.

HRM  
FMLA  
LSU  
OEOR  
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### IV. MODIFIED WORK REQUIREMENTS

For work to be considered suitable modified employment, the following conditions must be met:

- A. the employee must meet the required qualifications for the modified job assignment which the employee will be required to perform,

