

 <p>Ringling College of Art + Design</p> <p>STAFF HANDBOOK</p>	<p>Index: 606</p> <p>Page: 1 of 1</p> <p>Subject: Return to Work Policy</p> <p>Revised: October 24, 2002</p>
---	--

Return to Work Policy

Ringling College of Art and Design recognizes the importance of returning injured employees to work as soon as medically possible. The Office of Human Resources will work with the injured employee, the Workers' Compensation insurance carrier, and treating physician to match the work restrictions to available light duty work at the College.

No restricted work assignments are permanent and each restricted work assignment will be assessed on a regular basis. Light duty assignments may be terminated at any time and for any reason at the discretion of the College.

Employees released for light duty by their treating physician must be eventually able to assume the full duties of the position, with or without reasonable accommodation, and must submit a doctor's certification attesting to this fact. The treating physician must also be able to define the injured employee's limitations and the College must have work available within those restrictions.

Employees performing restricted or light duty work must perform that work at a satisfactory level, as determined by their supervisor and/or the Office of Human Resources. Employees who refuse light duty work for which they are capable may lose wage loss benefits under Workers' Compensation law.