



## Ohio Administrative Code

### Rule 3337-40-32 Workers' compensation and occupational health management.

Effective: July 3, 2016

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The version of this rule that includes live links to associated resources is online at

<https://www.ohio.edu/policy/40-032.html>

#### (A) Overview

This policy establishes the methods by which the university will manage workers' compensation and occupational health issues.

Ohio university conforms to the state of Ohio workers' compensation laws; all employees are protected by these laws. These laws provide a system for compensating employees who suffer injury or occupational disease in the course and scope of their employment at Ohio university.

#### (B) Claim reporting

(1) All work-related injuries must be reported to the supervisor immediately. (In non-emergency situations, prior to seeking medical treatment).

(2) Upon report of injury, the employee will be provided instruction on the university's workers' compensation management policy, provided a claim report kit, and directed to seek medical treatment if necessary.

#### (C) Medical treatment

(1) If minor first aid attention is required, treatment should be administered at the employee worksite and the employee should return to work.

(2) If non-emergency medical attention is required, the employee will be directed to the university's



medical care provider. The employee will have the option to select his or her own treating physician upon request, but should be informed that medical-care-expense payments may be limited or zero if the provider is not certified.

(3) Emergency treatment: If emergency care or treatment are required, the employee will be directed to the nearest hospital emergency room. If follow-up treatment is recommended, the employee will be referred to the preferred provider or the employee's treating provider. Work restrictions or time off work recommended by the emergency provider will be in effect only until the next business day or until an immediate follow-up is scheduled with the university's preferred provider or employee's treating provider.

(4) Results reporting: The employee is required to return the following treatment results, treatment plan and return-to work recommendations to the university immediately upon discharge or the next business day:

(a) Injury diagnosis,

(b) Treatment or rehabilitation recovery plan,

(c) Estimated return to full-duty date,

(d) If work restrictions or time off work are recommended, a completed copy of a "Physician's Report of Work Ability (MEDCO-14)," or equivalent.

(5) Post-mishap drug testing: Injured workers seeking medical treatment may be required to submit a "for cause" drug test no later than 8 hours after the incident. The employee may be disciplined, up to and including termination, in the event of a positive drug test or refusal to test.

(D) Claim determination

Upon review of the reported claim information, Ohio university will determine if the claim is allowed or denied as a workers' compensation claim. The injured worker will be notified of this determination via a mailed letter.



(1) Allowed claim: The employer will pay all eligible, related medical expenses and lost-time compensation.

(2) Denied claim: The employee will be responsible for medical expenses, and will be compensated for lost time only through available personal, sick, or vacation leave.

(E) Disability management

(1) Upon the request of an employee for time off work or work restrictions related to their certified work-related injury, Ohio university will make every reasonable effort to accommodate the recovery period through the disability management program.

(2) Employees with temporary medical restrictions who are medically approved to work are expected to work and contribute to the university to the extent possible.

(3) Employees with extended time off work and or work restrictions due to their certified workers' compensation claim will be enrolled in the temporary restricted duty program.

(4) Temporary restricted duty job offers will be considered on an individual claim basis approved by the treating physician and must show progress to a reasonable full-duty return-to-work date.

(5) Employees who do not comply with a temporary restricted duty job offer can jeopardize their workers' compensation benefits.

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