Policy 4.93
Workplace Health & Safety

Responsible Official: VP for Human Resources
Administering Division/Department: Health and Safety
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Overview

Emory maintains several major programs related to occupational, environmental and personal safety and health. Human Resources and Employee Health Services/Workers' Compensation have the responsibility for administering a self-insured workers' compensation program and a health and safety program. The program is administered in compliance with the Georgia Workers' Compensation Act.

Policy Details

Human Resources and The Workers' Compensation Department has primary responsibility for:

- evaluating and treating the initial injury
- accident investigation and prevention
- discussing the facts with the employee and supervisor
- case management
- coordinating efforts for returning an injured employee to work
- determining compensability or non-compensability of each claim
- dealing with issues of subrogation

PHYSICIANS’ PANEL
A panel of authorized treating physicians is available to employees in the event of work-related emergencies or specialty care. The panel of physicians is posted in multiple, conspicuous locations throughout the university.

REPORTING OF INJURY/ILLNESS
Employees who are injured on the job must promptly notify their supervisor and report to the Employee Health and Workers' Compensation department located at EUH, HB53 and ECLH, WWORR, 6th Floor.

WEEKLY BENEFIT
Employees who lose at least 7 calendar days from work as the result of an on-the-job injury are entitled to a weekly loss-of-earnings benefit, equivalent to 66-2/3 of the employee's weekly average wage up to the maximum as determined by the Georgia Workers' Compensation Act. Employees may elect to use their accrued time in lieu of workers' compensation pay. An employee may not supplement workers' compensation pay with their accrued leave.

JOB-RELATED DISABILITY
Leave without Pay
FMLA or a medical leave of absence is available to employees who are absent from work at least 7 calendar days as...
The priority of the health and safety program is to prevent occupationally related injury and illness.

**WORKERS' COMPENSATION**

Workers' Compensation provides a loss-of-earnings benefit and pays for authorized medical and related expenses when an employee loses time from work due to a work-related accident, injury or illness.
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