

Davis School District Policy and Procedures

Subject: 3RM-101 Workers' Compensation Insurance Coverage

Index: Risk Management and Workplace Safety

Adopted: September 22, 2010

1. PURPOSE & POLICY

The Board has a responsibility to provide workers' compensation benefits for its employees and volunteers pursuant to state law and administrative rules of the Division of Industrial Accidents within the Labor Commission. Provision of workers' compensation benefits will be made for all persons entitled to such benefits under the law.

2. POLICY & PROCEDURES

- 2.1 Workers' compensation insurance covers medical expenses and reimburses employees for wages lost due to a work-related accident.
- 2.3 Employees/volunteers shall immediately report a job-related injury, illness or accident (including vehicular accidents), regardless of severity, to their principal or supervisor.
- 2.3 Principals or supervisors shall report all injuries, illnesses or accidents to the Risk Management Department.
- 2.4 Employees/volunteers should seek medical treatment for a job-related injury, illness or accident at a clinic designated by the District. In the event of a life or limb-threatening emergency, injured employees/volunteers should seek care from the nearest hospital or emergency facility.
- 2.5 All employees/volunteers must obtain initial medical treatment for work related injuries and illnesses from a District designated clinic. If an employee/volunteers seeks treatment from any other medical provider he/she may be responsible to pay charges in excess of the preferred provider allowances.

REFERENCES

[Utah Code Ann. §§ 34A-2-101 et seq.](#), - Workers' Compensation Act

FORMS

[Form 122 \(Worker's Compensation Employer's First Report of Injury or Illness\)](#)

OTHER LINKS

[Workers' Compensation Notice to Employees \(provides information on District designated clinics\)](#)

Document History:

Adopted: September 22, 2010 (by consent) - As part of a five-year review , including a reorganization of the Table of Contents (new Risk Management section), policy was separated out of 2HR-011 Safety Issues in HR Management, creating a stand-alone policy. No substantive changes required.