

**RETURN TO WORK PROGRAM FOR INJURED AND ILL EMPLOYEES WITH
TEMPORARY DISABILITIES**

The Governing Board supports a mandatory Return to Work program for ill or injured employees that is consistent with federal and state laws and regulations. Returning employees to the work environment at the earliest possible time will improve the emotional well being of the disabled employee while accelerating the healing process.

Eligible employees shall return to work in temporary, transitional assignments either in their normal position with minor modifications or in suitable alternative duties outside of their regular position. Such assignments shall be of short duration and shall not be used as a means to establish new positions or displace other employees. An employee may repeat the program depending upon the extent of injury or disability not to exceed 120 days.

In implementing the district's policy on the Return to work Program for all district employees, the following guidelines shall be observed.

Legal Reference:

Education Code

35020 Duties of Employees Fixed by Governing Board

United States Code

Title 42, Section 12010, Americans with Disabilities Act

U.S. Department of Labor

Employment Standards Administration Wage and Hour Division

Family and Medical Leave Act (FMLA)

Pregnancy Disability Leave Act (PDLA)

California Family Rights Act of 1993 (CFRA)

California A8 2222 (FEHA)