

OCCUPATIONAL INJURY RETURN-TO-WORK PROGRAM

I. PURPOSE

This policy establishes San José State University's position on the Return-to-Work Program.

San José State University recognizes that its most valuable assets are our employees. An important goal of the University, therefore, is to return employees who are temporarily unable to perform all duties as outlined in their current position descriptions due to an occupational

As a result of the interactive discussion(s), a temporary transitional work assignment that is within the medical work restrictions set forth by the employee's treating physician will be developed and finalized by the appropriate administrator and Human Resources. The transitional job duties may include modifications of the injured employee's usual and customary occupation or alternative work that is compatible with the employee's job skills and experience. Depending on the treating physician's work restrictions, the tasks will be as close as possible to on