

# LOUISIANA STATE UNIVERSITY AGRICULTURAL CENTER

Office of the Chancellor  
Effective Date: October 22, 1999

AG CENTER PS-37  
Version 0

## RETURN-TO-WORK POLICY

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### **Purpose**

To state the LSU Agricultural Center's policy on return to work following illness or injury.

### **General Policy**

The LSU Agricultural Center recognizes that it is mutually beneficial for employees and the Ag Center when employees return to work as soon as medically permissible. To that end, the Ag Center will consider all available options for returning employees suffering work related injuries or illnesses to duty, including temporary detail to a modified duty assignment. All actions taken will be in conformance with the Americans With Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA).

### **Procedures**

Employees who are absent due to illness or injury will provide medical certification in accordance with the provisions of Ag Center PS-34, "Medical Certification Requirements." Such certification shall specify any restrictions or limitations which prevent him/her from returning to full duty. Re-certification will be required periodically thereafter, as required by the unit head. Fitness for duty information is to be provided directly to the employee's unit head.

The unit head will coordinate efforts to facilitate the employee's return to his/her regular position, with or without modification, or to an alternative duty position. The Ag Center's Human Resource Management Office and Safety Office will be available to assist in these efforts and may assist in obtaining other necessary administrative approvals, both internal and external.

Although every effort will be made to return an employee to duty as early as medically permissible, the Ag Center cannot guarantee alternative placement or the availability of a modified duty assignment.

Source: Senate concurrent Resolution 50 of the 1997 Regular Legislative Session.