

Policy 5-404: Workers Compensation Insurance

Revision 4. Effective date: May 11, 2010

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I. Purpose and Scope

A. Purpose.

To outline University policy and procedures for treating and reporting work-related injuries and illnesses in accordance with the requirements of the Utah Workers Compensation Act and the Utah Occupational Safety and Health Act (UOSHA).

B. Scope.

[reserved]

II. Definitions

[reserved]

III. Policy

- A. Subject to the eligibility and limitation rules provided in Rule 5-404, University Employees and volunteers in the service of the University who are acting in the usual course of business for the University will receive insurance protection against work-related injury and or illness in accordance with the Workers Compensation Act.
- B. University Employees and volunteers will comply with UOSHA and University occupational safety and health standards, orders, rules and regulations.
- C. It is the duty and responsibility of a University Employee or volunteer to immediately report any unsafe conditions existing in the working place to the Employee's or volunteer's supervisor. Supervisors will report unsafe conditions to the University's Environmental Health and Safety Office.
- D. This policy is intended to be implemented through associated University regulations, including a University Rule or Rules, which shall describe and govern specific aspects of the scope and manner of implementation.

Sections IV- VII are for user information and are not subject to the approval of the Academic Senate or the Board of Trustees. The Institutional Policy Committee, the Policy Owner, or the Policy Officer may update these sections at any time.

IV. Policies/ Rules, Procedures, Guidelines, Forms and other Related Resources

- A. Policies/ Rules.
 - 1. Rule R5-404: Scope, Eligibility, and Limitations for Workers Compensation Insurance
- B. Procedures, Guidelines, and Forms. [*reserved*]
- C. Other Related Resources. [*reserved*]

V. References

- A. Policy 5-001: Employee Definitions

- B. Utah Code Title 34A, Chapter 6, Utah Occupational Safety and Health Act
- C. Utah Code Title 34A, Chapter 2, Utah Workers Compensation Act

VI. Contacts

The designated contact officials for this Regulation are

- A. Policy Owner(s) (primary contact person for questions and advice): Director of Benefits for Human Resources
- B. Policy Officer(s): Vice President for Human Resources

See Rule 1-001 for information about the roles and authority of policy owners and policy officers.

VII. History

Revision History.

- A. Current version. Revision 4.
 - 1. Approved by – Presented for Information of the Academic Senate April 6, 2010 and approved by the Board of Trustees May 11, 2010 with effective date of May 11, 2010.
 - 2. Editorial Revisions
 - a. Editorially revised January 13, 2023 to move to current regulations template.
 - b. Editorially revised October 11, 2011 to reflect changes to employee definitions as set forth in Policy 5-001.
- B. Previous versions.
 - 1. Revision 3. Effective Date. June 8, 1987
- C. Renumbering
 - 1. Renumbered from Policy and Procedures Manual 2-72.

