

Policy Manual



Title: Workers' Compensation	Number: 6Hx2-3.26
Legal Authority: <i>Florida Statutes 440</i> <i>Florida Workers' Compensation Act</i>	Page: 1 of 2

GENERAL STATEMENT

Broward Community College is committed to providing a safe and healthy work environment for faculty and staff. In accordance with *Florida Statutes 440 and Florida State Board of Education Administrative Rules*, all employees of the College and qualified volunteers are entitled to compensation for on-the-job accidents, injuries, or occupational-incurred illnesses under the Florida Workers' Compensation Act. Under this Act, an employee is entitled to benefits for loss of wages if his/her disability exceeds 7 calendar days.

THE POLICY and THE STUDENT

Any student employed by the College is entitled to coverage for on-the-job accidents, injuries, or occupational-incurred illnesses.

THE POLICY and THE FACULTY AND STAFF

All College employees and volunteers are entitled to Workers' Compensation benefits for occupationally incurred illnesses and injuries. Any full time employee who suffers an accidental compensable injury arising out of work performed in the course and the scope of employment is eligible for up to 12 Workers' Compensation Leave days per year provided by the College. No other leave may be used in conjunction with workers' compensation disability benefits. Only 7 calendar days of Workers' Compensation Leave may be used per injury/illness. After the injured employee has exhausted the initial 7 calendar days of leave, the employee is then entitled to benefits for loss of wages under the Florida Workers' Compensation Act. Under this Act, the employee is entitled to two-third of his/her regular salary, up to the maximum set by the Workers' Compensation Act.

IMPLEMENTATION and OVERSIGHT

The Vice President of Human Resources and Equity has responsibility for the implementation and oversight of this policy. Policy violations and appeals shall be investigated by the Vice President for Human Resources and Equity and/or his/her designee.

VIOLATION OF POLICY

Violations of this policy will be investigated and may result in disciplinary action up to and including termination.

History: Revised as Policy

**Approved by the
Board of Trustees**

Date
8/26/08

President's Signature

J. David Anthony Jr.

Date
8/26/08

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DEFINITIONS

Definitions are pursuant to Florida Statute 440.02

Accidental - an unexpected or unusual event or result that happens suddenly.

Compensation- the money allowance payable to an employee as provided for in Florida Statute, Chapter 440.

Employee- any person who receives remuneration from an employer for the performance of any work or service while engaged in any employment under any appointment or contract for hire or apprenticeship, express or implied, oral or written, whether lawfully or unlawfully employed, and includes, but is not limited to aliens and minors.

Compensable injury – injuries suffered by an employee arising out of work performed in the course and the scope of employment. The injury, its occupational cause, and any resulting manifestations or disability must be established to a reasonable degree of medical certainty, based on objective medical findings, and the accidental compensable injury must be the major contributing cause of any resulting injuries. A mental or nervous injury due to stress, fright, or excitement only is not an injury by accident arising out of the employment.

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