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## GENERAL PERSONNEL

### Workers' Compensation

#### Policy Statement

All District 150 employees are covered under the provisions of the *Illinois Workers' Compensation Act*. The Act covers an employee's reasonable and necessary medical expenses and provides the employee with weekly income for lost time from work because of an accident or illness deemed compensable under the Act. A compensable, work-related injury or illness is one that arises from and occurs in the course of employment. A work-related injury or illness is not compensable if the employee was under the influence of alcohol, cannabis, a controlled substance, or an intoxicating compound, and that intoxication is either (1) the proximate cause of the injury or (2) constituted a departure from employment.

It is strongly encouraged that an employee report any accident or injury that occurs during the work day, even if no medical attention is required, to the employee's supervisor as soon as possible but no later than 24 hours after its' occurrence. The employee will be required to go to on occupational health clinic as directed by the District to submit to a medical examination, including a breathalyzer, drug screening, or other alcohol/drug testing.

LEGAL REF: 820 ILCS 305/1 *et seq.*

CROSS REF: 4:100 (Insurance Management)

ADOPTED: August 13, 2012