

Multnomah Education Service District

Code: **GCBDB**
Adopted: 8/05/87
Readopted: 9/20/94; 1/18/11
Orig. Code(s): 3511.8-1

Return to Work

Employees who suffer, or have suffered, a health-related disability shall be required to submit documentation from a duly licensed healthcare professional approving return to assigned responsibilities and duties specified in the job description of the employee in order to continue or return to work.

In the event an employee is not able to perform essential job functions completely after an illness or injury, MESD shall determine whether reasonable accommodations are required, including but not limited to temporary light duty assignment, restructuring of job to include modified workdays, shift or part time work, hours of work or modifications in facilities, equipment, special aids and services. Reasonable accommodations shall not result in an undue hardship on MESD.

If any employee cannot be reasonably accommodated in his/her current job, MESD shall review alternative assignments. The employee, if qualified, shall be offered an available vacant position with or without reasonable accommodations. If no other assignment is possible, MESD may provide unpaid leave if recovery is on-going and sick leave is exhausted.

MESD shall maintain current position descriptions for each job category. Essential job functions including physical requirements for all job categories shall be established.

The director of human resource services shall develop procedures necessary to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 659A.043](#)
[ORS 659A-046](#)

[OAR 581-024-0245](#)

[OAR 436-110-0001-0900](#)
[OAR 581-024-0240](#)

Americans with Disabilities Act of 1990, 42 U.S.C. Section 12101 et seq. (1988) 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Cross Reference(s):

AC - Non-Discrimination
GAB - Position Descriptions
GB - Personnel Policies
GBA - Equal Employment Opportunity
GBDA - Mother Friendly Workplace
GBE - Staff Health and Safety
GBEA - Workers Compensation
GCBD - Leaves and Absences
GCJA - Employee Commute Options Plan