

## **GBGC EMPLOYEE ASSISTANCE**

All employees shall be covered by worker's compensation insurance for any accident while on assignment, including an accident on school property or while on official business off school property. An employee must report any such accident to the supervisor's office immediately, since a report on the time of the accident, persons involved, and how it happened is required. When the District requires an employee to seek medical attention for a work-related injury, the employee must report to the physician to whom they are directed. Any medical care after that original visit, however, can be provided by any physician who accepts workers compensation payment. Any medical care not covered by workers compensation would be at the employee's expense or may be covered by the employee's regular health insurer.

Employees may be required by the Superintendent, for purposes of employment or retention, to submit to such tests or examinations as a licensed physician deems appropriate. When, in the opinion of the immediate supervisor and/or the Superintendent, the employee's physical or emotional condition warrants, the District may require a complete examination, at District expense, by a licensed physician selected by the District. In addition, the employee has the right to consult the employee's physician at the employee's expense.

The Superintendent shall have procedures for complying with the requirements of the Occupational Safety and Health Administration (OSHA), including an exposure-control plan, methods of compliance, work-practice controls, postexposure evaluation and follow-up, and administering vaccine to employees exposed to Hepatitis B virus.

All employees who as a result of their employment have had significant exposure to bloodborne pathogens including but not limited to the Human Immunodeficiency Virus (HIV), Hepatitis B Virus (HBV), Hepatitis C Virus (HCV) and other pathogens, are required to report the details of the exposure in writing to the District and are required to follow postexposure evaluation and follow-up activities in accordance with Arizona and federal laws. An employee who chooses not to complete these reporting requirements will be at risk of losing any claim to rights.

Adopted: June 26, 2018

LEGAL REF.: A.R.S. 15-505  
23-901  
23-902  
23-906  
23-908  
23-961  
23-962

CROSS REF.: EBBB - Accident Reports  
GBGD - Workers' Compensation