Policy 252 - Illness

252.1 Life-Threatening Illness

Lower Columbia College recognizes that students and employees with life-threatening illnesses--including, but not limited to, cancer, heart disease, and AIDS--may wish to continue to engage in as many of their normal pursuits, including work, as their conditions allow. As long as these students and employees are able to meet acceptable performance standards and medical evidence indicates that attendance at LCC is not a threat to themselves or others, the College will treat them the same as any other students and employees.

At the same time, Lower Columbia College seeks to provide a safe environment for students and employees. Therefore, precautions will be taken, as needed, to ensure that a student's or employee's condition does not present a health and/or safety threat to any other individuals on the campus.

252.2 Alcoholism and Drug Dependency

Alcohol and drug dependency are defined as illnesses that interfere with an employee's ability to perform assigned work satisfactorily or that adversely affect his/her job behavior.

Employees shall be encouraged to voluntarily seek expert assistance for alcoholism, drug dependency, or any other job-impairing personal problem. Employees whose job performance or work-related behavior is adversely affected by alcoholism or drug dependency will be expected to seek appropriate assistance. Any employee suffering from either condition will be given the same consideration that is extended to employees having any other illness, including the use of sick time to pursue a professionally prescribed program of treatment.

Supervisors are required to identify, document, and attempt to correct all employee job performance and/or work behavior problems, using standard corrective-action procedures. In those instances where such efforts fail to bring about the resolution of any employee's job-related problems, supervisors will consider referral to appropriate agencies for professional assessment and problem-resolving assistance.

The obligation of each employee to work effectively and cooperatively in his/her respective position is affirmed. The responsibility to improve substandard job performance or to correct unacceptable work behavior rests with the individual employee, regardless of the underlying causative factors or circumstances that may be present. Failure to correct unsatisfactory job performance or behavior, for whatever reason, will result in appropriate disciplinary action, including, when necessary, termination.

252.3 Return to Work

LCC is committed to preserving the economic well-being of employees by providing their return to work at the earliest possible date after an on-the-job injury. Until such time as the employee can assume the duties of his/her permanent position, consideration shall be given to alternate work assignments at LCC. Employees eligible to participate in the Return to Work Program must meet the following conditions:

- Be a permanent employee.
- Be receiving compensation under RCW 51.32.090 (apps.leg.wa.gov/RCW/default.aspx?cite=51.32.090) .
- Have a disability which makes him/her temporarily unable to return to his/her previous work, but who is capable of carrying out work of a lighter or modified nature, as evidenced by a written release from a physician or licensed mental health professional.

Historic Information

- Reviewed - No Changes Needed: July 13, 2022
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- Approved: February 23, 2009
- Approved: November, 1992
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- Replaces Policies 312 & 313