



**UC DAVIS**  
**Division of Human Resources**

**DISABILITY MANAGEMENT SERVICES**

*Retention through Reasonable Accommodation*

## **AVAILABLE SERVICES**

This University program is available to assist faculty and staff to remain working or return to work when a medical condition or disability interferes with the ability to perform job duties. The program is free of charge.

## **WHY IS THE UNIVERSITY SPONSORING THIS PROGRAM?**

The University recognizes employees prefer to work, earning full income and gaining satisfaction from what they do. Assisting individuals with medical conditions, which affect their work, helps retain competent, trained University employees.

## **WHAT CAN THE DISABILITY MANAGEMENT PROGRAM DO FOR YOU?**

If you have a medical condition or disability impacting your ability to work, a certified Vocational Rehabilitation Counselor may be able to assist you to stay employed.

If you need to take a medical leave, the services are focused to assist you to return to work. If you have medical restrictions, Disability Management Services can assist you to explore reasonable accommodations.

## **WHO IS ELIGIBLE FOR SERVICES?**

Any University employee with a documented medical condition or disability which interferes with the ability to perform his/her job.

A vocational rehabilitation counselor will work with you and your supervisor to develop a plan to meet your needs. Based on review of medical documentation, this may include:

- modifying your work site
- restructuring your work tasks
- research and evaluate equipment to assist you to perform your job
- assistance in finding another job

For additional information you may contact the Disability Management Services Counselors:

- Fredna Karneges, M.S., C.R.C. (752-6008)
- Kathie McLean, M.S., C.R.C. (752-7227)
- Leah Thiel (752-6019) reception

Human Resources Administration Building

## **MISSION**

The Mission of Disability Management Services is to provide early intervention services when illness, disability or injury occurs and to assist faculty and staff with retention through reasonable accommodation.

This program provides assistance to return to productive employment, members of our diverse campus community who are chronically ill, physically and/or psychologically disabled; thereby reducing the impact of disability in the workplace.

We are committed to providing disability management services, technical assistance and consultation with the highest degree of integrity to the campus community to ensure all members have equal opportunity to work in a healthy and safe environment.

## **CORE SERVICES**

Under ADA/FEHA, Disability Management Services provides services to retain faculty and staff with illness or disabilities when their work is impacted by a medical condition.

This program educates managers in ADA/FEHA related issues in order to prevent grievances, litigation and ensure compliance with State and Federal legislation.

Under the California Workers' Compensation System, Disability Management Services provides early intervention to faculty and staff who have been industrially injured and provides mandated vocational rehabilitation services to qualified injured workers.

Under Policy, provides systemwide and campus mandated services for reasonable accommodation and in the review and approval of medical separations.

## **RESOURCES:**

Disability Management Services (530) 752-6019)

Employee Health Services (530) 757-3200

Workers' Compensation (530) 757-3266