

Title:	Workers' Compensation Policy
Division:	Human Resources
Category:	Personnel
Reference:	Nebraska Workers' Compensation Act (Revised Statutes §§48-101 – 48-1,118) Occupational Safety and Health Administration Standard 1904
Number:	BP-429
Date of Approval:	September 16, 2026
Approval:	John P. Stinner, Chair, WCCA Board of Governors

Purpose

To establish principles for employee worker's compensation insurance.

Scope

This policy applies to all Western Nebraska Community College (WNCC) employees.

Definitions

Injury – violence to the physical structure of the body and such disease or infection as naturally results therefrom.

Illness or occupational disease – a condition or disorder which is due to causes and conditions which are characteristic of and peculiar to a particular trade, occupation, process, or employment and excludes all ordinary diseases of life to which the general public is exposed.

Work environment – the College or other locations where one or more employees are working or are present as a condition of their employment. Includes not only physical locations, but also the equipment or materials used by the employees during the course of their work.

Workplace or work-related occurrence – a specific event or exposure in the work environment that either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness.

Policy

All employees are covered by Workers' Compensation insurance for eligible workplace occurrences in accordance with applicable federal and state laws.

Employees are required to immediately report all work-related injuries, illnesses, or occupational disease exposures to their immediate supervisor. Employees will also notify the Human Resources Office of their injury or illness by submitting an incident report as soon as possible if treatment beyond first aid was required.

Procedures

The College President shall promulgate such procedures as may be necessary for the implementation of this policy.

Revising this Policy

This Board Policy supersedes any prior WNCC policy, procedure, guideline, or handbook on this subject matter.

If statutory provisions, regulatory guidance, or court interpretations change or conflict with this Board Policy, the Board retains the right to revise accordingly and for the changes to take effect immediately.

Adoption Date and Board of Governors' Minutes Item Number: 1979

Revision Date and Board of Governors' Minutes Item Number:

September 16, 2026, (Item H.5.a)

Prior Policy Number:

420.2400.79 (Worker's Compensation Support Staff)

425.2400.79 (Worker's Compensation Regular Full-Time Faculty)

435.2400.79 (Worker's Compensation Temporary Full-Time Faculty)

450.2400.79 (Worker's Compensation Administrative/Professional Staff)

Schedule for Review:

Divisions/Department Responsible for Review and Update: Human Resources

Sponsoring Division/Department: Human Resources

Repeal Date and Board of Governors' Minutes Item Number:

Cross Reference:

Procedure(s) for Policy:

AP-429.01 (Workers' Compensation Procedure)