

**POLICY 11**  
**APPROVED AND UNAPPROVED ABSENCES**

**Rule 11.09 - Disability Leave**

An employee who has been absent because of an occupationally incurred disability, or who has been on leave for illness, injury, or disability including pregnancy using accumulated sick leave, family and medical leave, or receiving Retirement System disability benefit payments will be returned to a position in the employee's class upon recovery or expiration of sick leave benefits, Retirement System benefit payments, pregnancy leave, or family and medical leave, if qualified physically and mentally to perform such duties.

Reemployment following an employee's application to return to work following absence on an approved disability leave will be subject to the thirty (30) day availability period notice and other rules relating to special leaves in addition to medical clearance. (See Rules 11.02 and 11.06.)

In accordance with Civil Service Rule 250.110(b)(3) an employee who is no longer able to perform the duties and responsibilities of the position in the class due to a disability will be required to take disability leave. University employment may be terminated if an employee is unable to resume the duties and responsibilities of the position after exhausting sick leave and disability benefits, or if an employee is unwilling to return to the position from which he or she is on leave after obtaining medical clearance.