Disability & Medical Leave Resources (A Guide for Employees)

The Office of Equal Opportunity (OEO) is committed to providing equal opportunity for all employees and to ensuring a workplace free from discrimination and harassment. To this end, the University of Wisconsin and its campuses are committed to providing reasonable accommodations to individuals with disabilities to enable them to participate in the full enjoyment of campus life.

Divisional Disability Representatives (DDRs)

DDRs are available to provide information and assistance regarding disability-related issues. They can help you understand your rights and responsibilities under the Americans with Disabilities Act (ADA) and other relevant federal and state laws. DDRs can also provide information on accommodations for disability-related needs, as well as assistance with disability-related requests for reasonable accommodations.

Reasonable Accommodation

If you are an employee and believe that you need a reasonable accommodation to participate in your job or to perform your job duties, you should contact the Office of Equal Opportunity (OEO) at disability.coordinator.employment@mailplus.wisc.edu or 608-262-7416. DDRs can also provide information on reasonable accommodations.

FMLA/WFMLA

FMLA (Family and Medical Leave Act) and WFMLA (Wisconsin Family and Medical Leave Act) are federal and state laws that protect employees who need time off from work to care for a family member or to take care of their own serious health condition.

DDRs can provide information on FMLA/WFMLA and how it applies to your situation. They can also provide information on accrued paid leave and related benefits.

For more information, please visit the following websites:

- http://www.ohr.wisc.edu/forms/
Worker’s Compensation

Workers’ Compensation (also known as “no-fault”) insurance is required by law for employees who are injured on the job. Employees who are injured on the job may be entitled to payments for medical expenses, lost wages, and permanent disability benefits. Additional benefits may be provided by employers.

Catastrophic Leave

Catastrophic Leave is a leave of absence for a

Income Continuation Insurance

Income Continuation Insurance (ICI) is a plan that provides income continuation for employees who become disabled because of a covered illness or injury. The benefits are paid to employees who become disabled and are unable to work.

Long-Term Disability Insurance

Long-Term Disability Insurance (LTD) is a plan that provides income continuation for employees who become disabled and are unable to work. The benefits are paid to employees who become disabled and are unable to work.

WRS 40.63 (Wage Replacement System)

Wage Replacement System (WRS) is a plan that provides income continuation for employees who become disabled and are unable to work. The benefits are paid to employees who become disabled and are unable to work.

Duty Disability

Duty Disability is a plan that provides income continuation for employees who become disabled and are unable to work. The benefits are paid to employees who become disabled and are unable to work.