SUBJECT: PERSONNEL
Effective: March 20, 2003
Policy 713.1 – Workplace Safety; Worker's Compensation
Approved: March 20, 2003; Revised: May 27, 2021; Revised: July 9, 2026

Board Policy

It is the policy of the Montana University System (MUS) to provide and promote a safe and healthy work environment for all employees to foster a positive atmosphere for learning and the educational process. The Board of Regents believes MUS employees are our most important assets in service to students and the public.

Each MUS unit will designate at least one individual identified by job description and evaluation criteria who shall have campus-wide authority and responsibility for occupational safety, health, and loss control activities consistent with best practices, the Montana Safety Culture Act and other applicable federal and state requirements. An individual may be assigned authority and responsibility for more than one campus.

Each MUS supervisor shall be responsible for ensuring employees understand and consistently use safe work practices and to report safety concerns. In event of a work-related injury or illness, supervisors shall ensure that a First Report of Injury (FROI) is completed and submitted promptly and shall actively engage with work-recovery efforts consistent with BOR and campus policies.

Each MUS employee shall be accountable for performing their work in a manner to protect their own safety and the well-being of co-workers and the campus community. If a work-related injury occurs, employees are responsible for prompt reporting and for cooperating with Montana State Fund to optimize recovery and timely, safe return-to-work.

History:

Item 118-104-R0303, Workers' Compensation Proposal, Workplace Safety, approved by the Board of Regents March 20, 2003. Revised May 27, 2021 per Item 194-101-R0521. Revised July9, 2026 ITEM 225-101-R0726