

- **THE OFFICE FOR CONFLICT RESOLUTION (OCR)** provides both formal and informal conflict resolution services to non-bargaining unit University faculty, staff and students who are experiencing employment-related conflicts. You may contact OCR at **(612) 624-1030** or email **ocr@umn.edu**. Visit **z.umn.edu/confres** for more information.
- **THE OFFICE OF RISK MANAGEMENT AND INSURANCE** is part of the Controller's Office and manages the Workers' Compensation program. If you experience a work-related injury or illness, report the incident to your supervisor as soon as practical. For more information visit **z.umn.edu/riskmng**.
- **UNIVERSITY PARATRANSIT SERVICE** is a specialized curb-to-curb, on-campus transport service provided free of charge to people with either temporary or permanent disabilities. For more information contact **(612) 624-8338** or visit **z.umn.edu/ptransit**.
- **WELLBEING AND WORK LIFE**  
The University of Minnesota is dedicated to supporting all aspects of your wellbeing, including your physical, emotional, financial, and social health. You can earn points by participating in the Wellbeing Program to earn a substantial savings on your UPlan premiums. For more information visit **z.umn.edu/wellbe**.

Disability Resource Center  
Office for **Equity and Diversity**

UNIVERSITY OF MINNESOTA  
**Driven to Discover<sup>SM</sup>**

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**URETURN** is the designated office to serve all employees with any disability or medical condition requiring job accommodations or modifications. UReturn obtains and confidentially maintains medical documents, certifies eligibility for services, recommends modifications or reasonable job accommodations, and develops plans for the provision of all modifications and accommodations.

**OUR ROLE** is to collaborate with employees and their managers to develop a plan that will allow the employee to **STAY-AT-WORK** after a medical event, medical exacerbation or diagnosis, and/or **RETURN-TO-WORK** after a medical leave of absence. For more information, or to schedule a consultation please call **(612) 624-3316**, or email **ureturn@umn.edu**.

**DISABILITY RESOURCE CENTER (DRC)**  
The University of Minnesota values diverse identities and experiences, and honors disability as an important aspect of human diversity. The Disability Resource Center (DRC) works in partnership with students, faculty, staff, and guests of the University to eliminate or minimize barriers and facilitate inclusion on campus. The DRC collaborates with all members of the University community to improve access for people with disabilities in these ways:

- determining and implementing reasonable academic, workplace, and guest accommodations;
- providing education on access and inclusion;
- partnering with University offices to ensure meaningful physical and technological access.

To contact the DRC please call **612-626-1333**, or email **drc@umn.edu**. For more information visit: **z.umn.edu/drc**.

## Disability Resource Center



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# Early Intervention Programs

ASSISTING EMPLOYEES IN  
MAINTAINING WORK-LIFE BALANCE



- **COMPUTER ACCOMMODATIONS PROGRAM (CAP)** assists University students, staff and faculty with disabilities or medical conditions in accessing computers and information technology through the use of adaptive technology. To contact CAP, please call **(612) 626-0365** or **(612) 625-3307**. You may also send an email to [cap@umn.edu](mailto:cap@umn.edu). Visit [z.umn.edu/cap](http://z.umn.edu/cap) for more information.
- **UNIVERSITY HEALTH AND SAFETY** University Health and Safety monitors and proactively assesses the University's physical environment to ensure safe and healthy working and living conditions, system-wide. University Health and Safety includes the Building Code Division and the Department of Environmental Health and Safety (DEHS). You may contact University Health and Safety at **612-626-6002** or [uhs@umn.edu](mailto:uhs@umn.edu). To learn more visit [z.umn.edu/dehs](http://z.umn.edu/dehs).
- **THE EMPLOYEE ASSISTANCE PROGRAM (EAP)** provides cost-free confidential professional consultation and referral services to address any personal or work concern that may be affecting your wellbeing. Employees covered by the UPlan and their immediate family members can request consultation and referral services. The program is available to all employees on all system campuses. Professional consultation is available by



phone or in-person. EAP services are provided by The Sand Creek Group, Ltd. Email [eap@umn.edu](mailto:eap@umn.edu) or call **888-243-5744** to schedule an appointment. Calls are answered 24 hours a day, seven days a week for counseling or crisis services.

- **EMPLOYEE BENEFITS** Information about various benefits can be found at [z.umn.edu/benefits/](http://z.umn.edu/benefits/). The University of Minnesota Employee Benefits office is also available to discuss questions you may have about your benefits, including, but not limited to, medical plan coverage, disability insurance, and retirement plans. You may call **612-624-8647** or **800-756-2363** to speak with a representative, or email questions to [benefits@umn.edu](mailto:benefits@umn.edu).
- **ERGONOMIC HEALTH** Highly forceful or repetitive motions using awkward postures can result in discomfort or injury. As a result, the Department of Environmental Health and Safety along with other University departments are working together to reduce the likelihood of such injury among University employees. Information about office ergonomics, including a link to a workstation self-assessment and evaluation tool can be found at [z.umn.edu/ergoneval](http://z.umn.edu/ergoneval).



- The Department of Environmental Health and Safety conducts individual workstation evaluations by appointment. Ergonomic office furniture and equipment can be viewed in the University's Ergonomic Solutions Center, located in room W-37 Boynton Health Service on Thursdays from 10 AM-12 PM, or by appointment. To schedule an appointment for a workstation evaluation, or to visit the Ergonomic Solutions Center, please call **612-626-6002**. More information can be found at [z.umn.edu/ergsol](http://z.umn.edu/ergsol).
- **THE FAMILY AND MEDICAL LEAVE ACT (FMLA)** allows eligible employees to balance their work and family life by taking reasonable unpaid leave for a serious health condition; for the birth or adoption of a child; or for the care of a child, spouse, or parent who has a serious health condition. You may review the University's FMLA policy at [z.umn.edu/fmla](http://z.umn.edu/fmla). For more information, contact your unit's human resources administrator.
- **THE OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION (EOAA)** acts as a neutral party to advise individuals and departments about perceived, existing and potential discrimination, harassment, sexual violence, retaliation, and potential violations of the policy against nepotism through investigation, consultation and education. For more information, call **612-624-9547** or visit [z.umn.edu/eoaa](http://z.umn.edu/eoaa).
- **HUMAN RESOURCES CONSULTANTS** assist human resources personnel, managers, and employees. Visit [z.umn.edu/humres](http://z.umn.edu/humres) for more information.