



SAFE 2540 Worker's Compensation section name section credit hours Credits
Syllabus

Course Information

Meeting times and location: section meeting_times section location

Catalog description: Course provides an understanding of workers 146 compensation (WC) laws and regulatory issues. An understanding of WC policies will be explained and how premiums are calculated. The classification system will be explained and how to correct mistakes and control costs.

Prerequisites: course prereqs

Terms offered: All Semesters

Section-specific Course Description:

Course Level Objectives

1. Recall regulatory issues and how states differ
2. Recognize the factors involved in calculating costs of workers' compensation and best business practices
3. Analyze the role of the safety professionals in controlling business costs and workers safety and care
4. Evaluate the relationship between; Federal laws and standards, state regulatory issues and best business practices
5. Tell the purpose of the workers' compensation systems
6. Recognize employee and employer rights and responsibilities associated with workers' compensation systems

7. Distinguish the interaction between workers' compensation systems and federal and state labor laws rules and regulations
8. Develop a proactive system for evaluating and managing workers' compensation claims, identifying affirmative defenses and implementing legally effective return to work programs
9. Identify and understand the methodology involved in calculating the cost of workers' compensation to business practices
10. Discover and understand how to develop an effective safety program and manage a safety inspection
11. Discuss what takes place, as far as a safety professionals' duties or responsibilities are concerned, if an employee is injured on the job, how you manage that situation, from injury, to a return to work

Required Texts and/or Materials

The Safety Professionals Handbook

The Safety Professionals Handbook

978-1-885581-61-7

Haight, Joel

American Society of Safety Engineers

2012

2nd Edition

Required Technology and Software

- Canvas
- Chrome, Safari, or Firefox

Technical Support

Technical support is available through the San Juan College Help Desk 24/7/365. The help desk can be reached at 505-566-3266 or by creating a ticket at [San Juan College Help Desk](#).

For tickets and password reset: [San Juan College Help Desk](#)

For Canvas support information: [Canvas Support](#)

Accessibility/Privacy Policies for all Technology Tools Used

Scroll to the middle of the linked page to view

[Accessibility/Privacy Policies for all Technology Tools Used](#)

Course Requirements

Students will do the following activities on the first day of logging into CANVAS:

- Complete the SJC Attendance assignment in each course registered for.
- Complete the pre-test in each course registered for.
- Set up and activate San Juan College E-Mail account.

COVID Safe Practices for Being on Campus

COVID Safe Practices for Being on Campus

What to do if you have COVID-19 symptoms, are exposed or test positive:

- Do NOT come to campus, but continue to monitor your symptoms and stay home if you test positive for COVID-19 or when you are not feeling well.
- Contact your instructor.

There is no longer a requirement to complete the intake form if you test positive for COVID-19, experience symptoms, or come in contact with a confirmed positive COVID-19 case.

San Juan College continues to follow the NM Department of Health guidelines with regard to COVID-19. These guidelines can be reviewed by visiting their website at: <https://cv.nmhealth.org/>.

Additional SJC COVID-19 information and resources can be found on the [Coronavirus](#) webpage.

Student Support

Student Services and Support

At San Juan College, we support your academic success and overall health. We know that students often experience a range of stressors that can impact learning and well-being. If you, or someone you know is experiencing mental health concerns, or could benefit from effective academic strategies, there are free and confidential resources available to enrolled students through the Counseling Center. To learn more, visit the [Counseling Center website](#) or call 505-566-3404.

The Student Support webpage provides information on counseling, tutoring, technical support, and many other support services available to San Juan College students.

[Student Support](#)

Academic Support

Academic Support webpage provides information on academic advising, the library, Testing Center, and the honors program.

[Academic Support](#)

Participation and Attendance Policy

Occupational Safety 8 week courses have minimum time deadlines for lesson submissions. Students can proceed through the deadlines faster than scheduled and receive full credit. If progress is slower than the deadlines then zero credit will be entered into the grade book with no opportunity to resubmit. Both the end of course discussion assignment and the final exam are to be taken after all the assignments have been submitted.

Inclement Weather Information

Students will receive notification of class delays and cancellations due to inclement weather via the SJC SunsAlert and SJC student email. Face-to-face classes will not meet in person; however, students are advised to check with instructors about alternative meeting options, as some may choose to meet via zoom. Hybrid classes will meet as scheduled via zoom. For questions regarding your class delay or cancelation, please contact your instructor. If you have not already done so, [Sign up for SJC SunsAlert](#) to stay up to date on weather alerts.

Other Classroom Policies and Expectations

Should a student have any issues with course content or grades issued to them, they should first attempt to resolve any issues with the course instructor first. San Juan College does have a formal grade appeal process. If a student wishes to challenge a grade issued to them, they should first contact the course instructor for a copy of the appropriate forms.

Canvas Participation and Expectations

Should a student have any issues with course content or grades issued to them, they should first attempt to resolve any issues with the course instructor first. San Juan College does have a formal grade appeal process. If a student wishes to challenge a grade issued to them, they should first contact the course instructor for a copy of the appropriate forms.

Instructor Response Times & Regular Interaction Expectations

The response time for instructors to return assignment scores is less than 72 business day hours. The preferred method to contact instructors is by email since all instructors are online and most do not work on campus. Email will be replied to within 24-48 business day hours.

Course Time Commitment

It normally takes students time to learn the online study skills which work best for them. After students learn the online study skills which work best for them then they normally allot 3-4 hours per week per credit hour.

Grading

Final grades are calculated based on the following...

Grading Rubric Scoring

All SAFE courses utilize a Grading Rubric for organization and uniformity when scoring assignments. A perfect score on the rubric has 20 points which are divided into four general categories.

Answered questions (4): 4

Grammar / Spelling (4): 4

Concise / Accuracy (4): 4

Content / Quality (8): 8

Total: 20

IMPORTANT NOTE: The grades you will see in this class while the session is on-going are the cumulative averages of all assignments that have been posted and graded. Any assignments that have not been turned in will convert to an "F" at the end of the session. This means that your overall grade that shows up during the active course does not reflect your true grade if any assignments are missing or not posted. This may affect your final grade point average.

SAFE 2480 Grading Scale

A = 401 - 445

B = 357 - 400

C = 312 - 356

D = 267 - 311

F = 0 – 266

Answered Questions (4)	Didn't Answer 3 or more	Didn't Answer 2	Didn't Answer 1	Didn't Answer All 4 pt
	1 pt	2 pt	3 pt	
Grammar / Spelling / Organization / Structure (4)	Fragmented or incomplete sentences, no paragraph breaks doesn't reference questions when answering.	Some fragmented or incomplete sentences, some answers are in paragraph form, reference some questions when answering	Minimal or incomplete sentences, grammar & spelling errors, most answers are in paragraph form, reference questions when answering	Complete sentences, appropriate grammar & spelling, uses paragraphs, reference questions when answering
	1 pt	2 pt	3 pt	4 pt
Concise / Accuracy (4)	Clearly and accurately answered 1 or	Clearly and accurately answered 3	Clearly and accurately answered 4	Clearly and accurately answered all

	2 questions in a brief and precise manner.	2 questions in a brief and precise manner.	2 questions in a brief and precise manner.	2 questions in a brief and precise manner.
	1 pt	2 pt	3 pt	4 pt
Critical Thinking / Understanding (8)	Indicates no critical thought and doesn't demonstrate knowledge and / or understanding of lesson topic	Indicates some critical thought and demonstrates some knowledge and / or understanding of lesson topic.	Indicates critical thought and demonstrates knowledge and / or understanding of lesson topic.	Indicates strong critical thinking and demonstrates strong knowledge and / or understanding of lesson topic.
	2 pt	4 pt	6 pt	8 pt
Total:				

Key Dates to Remember

[Full Academic Calendar](#)

Course Schedule

This course is an asynchronous 100% online course which can be accessed 24 hours a day for the duration of the 8 week session from any location with access to the internet. Study and assignments are done at individual times and submitted to the instructor by using the Canvas Learning Management System (LMS).

College Policies

The following information also applies to your work in this class. If you have special needs for campus emergency situations, please inform me immediately.

1. Academic Accommodations - American with Disabilities Act (ADA)

If you believe you need academic accommodations due to physical or other disabilities, you are encouraged to contact Accessibility Services as soon as possible. The coordinator can work with you to determine eligibility and appropriate accommodations strategies. Please go to your MY SJC portal page, click on Accessibility Services, and complete all the steps.

You can also contact the college's Accessibility Services Coordinator at (505) 566-3271 or accessibilityservices@sanjuancollege.edu. More information is available on the website listed above.

2. The Family Educational Rights and Privacy Act (FERPA)

Refer to the catalog for information regarding [FERPA](#).

3. Academic Honesty Rules

San Juan College expects all students to adhere to the [Academic Honesty Rules](#) as posted online. These are the official guidelines for all classes at San Juan College.

4. Student Conduct Statement

College is preparation for professional opportunities, and professional conduct is expected in courses, including online classes, as well as any written communications, and interactions with members of the college community. As part of our learning community, students are expected to interact and communicate in a mature, respectful, thoughtful, and supportive manner. Students who demonstrate disrespectful, hostile, belittling, bullying or other disruptive behavior will be subject to potential consequences and possible dismissal from the college. The college will take appropriate action when students demonstrate threatening behavior (to others or self). Students should refer to the Code of Conduct in the Student Handbook for additional information.

5. Student Safety

Keeping students safe is a priority, and part of that is ensuring that we have the ability to communicate emergency messages to you. SJC SunsAlert is San Juan College's Emergency Notification System that will provide you with real-time information about campus closures, extreme weather, and other emergencies through your San Juan College email, text alerts, and

phone calls. Should an emergency occur prior to activating your SJC SunsAlert, you will only receive messages through your San Juan College email. To receive a phone call and text alert, you must activate your SJC SunsAlert account and register your phone number. To activate your SJC SunsAlert account, you will need to download the Everbridge App in the App Store or Google Play. Once the app is downloaded follow these steps:

- Open the app
- Click on “Find an organization or subscription” button
- In the search box, either type in San Juan College or 87402
- Click on “SJC SunsAlert”
- Sign on using your SJC email and password
- Once you sign in, you will want to click on “Manage My Profile”
- Click on “edit”
- Include your preferred communication methods.
- Enter your cell phone number in the personal text msg field to ensure you receive text messages.
- Confirm all information (phone number & email) is correct and up to date.
- If you need help with the app, please call John Myers at 505-566-4224 or Kenny Hibner at 505-566-3050.

In the event of an emergency, an SJC SunsAlert message will be sent, and depending on the situation, you will be instructed to do one of the following:

- Evacuate the building
- Shelter in place (Campus doors are locked, and operations continue as normal. During this situation, no one other than law enforcement is allowed in or out of the campus.)
- Lockdown (Campus doors are locked. All operations cease, and you should take cover in your immediate area. No one other than law enforcement is allowed in or out of the campus.)

The Department of Public Safety (DPS) is available 24 hours per day. In an emergency, you can reach DPS staff by calling (505) 566-4444.

6. Non-Discrimination, Sexual Harassment, and Retaliation.

San Juan College does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, genetic, veteran's status, or on the basis of any other category protected under federal, state and local laws. If you have experienced sexual harassment, sexual assault, or any other form of protected class discrimination, we encourage you to make a report. If you report to a faculty member, she/he/they are obligated by policy to share knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation with the Title IX Coordinator. These disclosures include but are not limited to reports of sexual assault, dating/domestic violence, and stalking. You may also make a confidential report to a SJC Counselor. Please refer to San Juan College's [Title IX](#) site for further details.

San Juan College's Title IX Coordinator is Stacey Allen, Assistant Director of Human

Resources/Equity, Diversity, and Inclusion Officer. The office is located at the Educational Services Center Building, 2nd Floor, Human Resources, Room 4243 at (505) 566-3515 or allens@sanjuancollege.edu.

7. Drop for Non-Attendance and/or Non-Participation

Class Attendance and Participation Expectation:

Face-to-Face -- Students are expected to attend and participate in class regularly. Any student missing more than 10% of consecutive class time, (For example, in a regular 15-week class that meets twice a week, this equates to the student missing 3 consecutive classes) without consultation with the instructor may be considered as having abandoned the course.

On-line -- Students are expected to participate regularly and submit all course assignments, based on the course guide definition. A student who does not submit any assignments during a consecutive 10% of the course (1.5 weeks of a 15-week semester) without consulting the instructor, may be considered as having abandoned the course. Logging in does not meet the attendance standard.

Competency-Based Education Classes -- Students are expected to have regular and substantive interactions with their instructor and to actively work on course content. A student who has not submitted coursework, nor had substantive interactions with the instructor over a consecutive 10% of the term, without the instructor's prior approval, will be considered to have abandoned the competency progression. Last date of attendance will be recorded as the last date that coursework was submitted or that the student met with the instructor. For on-line learners, logging in does not meet the attendance standard.

Failure to Meet Class Participation Expectation:

Students who fail to meet participation expectations will have their last date of attendance recorded. This date will be used to recalculate any financial aid received/veteran's benefits received, and the student may be required to repay the institution/government. If the student does not drop the course, an 'X' grade will be recorded. An 'X' grade impacts the grade point average the same as an 'F'.

8. Grading Policies

Incomplete: Incomplete Grade Assignment ([Incomplete Grades Information](#))

The grade of I (Incomplete) is given for passing work that could not be completed during the semester because of circumstances beyond the student's control. Ordinarily, the assignment of

an I is given by the course instructor at the time final grades are due.

In no case is an I grade to be used to avoid assignment of D or F grades for marginal or failing work or to require a student to enroll in the class the next semester because work was not completed on time. Circumstances warranting the issuance of an I grade must be beyond the student's control and must be documented on the appropriate form prior to approval.

I grades can be removed only during the subsequent 16 weeks from the end of term, or within the time limit set by the instructor. Removal of an I is accomplished by completing the work in a manner acceptable to the instructor. Re-enrollment in the course under the repeat option does not remove the prior grade of I. Students should not re-enroll for the course. An I not made up within 16 weeks or within the time limit set by the instructor will change to an F grade thereafter and cannot be changed by work completion.

9. Grade Appeals

The policy for grade appeals is in the Academic Catalog ([Grade Appeal Policy](#)).

Student Handbook

The Student Handbook provides information on Student support, student organizations, and San Juan College policies.

[Student Handbook](#)

Online Course Fee

Online Courses - San Juan College requires all online courses to include some form of assessment to demonstrate the mastery of course objectives. This could include exams, capstone projects, e-portfolios, presentations, final papers or other appropriate assessments. The use of a proctoring platform, plagiarism detection software or other method to ensure that assessments are completed by the enrolled student is required.

A course fee of \$5.00 is assessed for all online courses at San Juan College to cover the cost of the above services. Students who are required to take a proctored exam and choose to use a physical testing center outside the SJC Testing Center or SJC Disability Services will be responsible for the cost of using that center.