Clackamas ESD &
The Workplace Possibilities Program

Have you filed a disability claim?
Are you having difficulties at work because of a medical condition?
Is your work station creating a barrier to your comfort, safety, and abilities to perform the job effectively?

If you answered yes to any question above, Clackamas ESD and The Standard can assist you through the Workplace Possibilities Program. As part of The Standard disability coverage coordinated through OEBB, this program offers a unique and proactive approach to helping keep employees at work by addressing and reducing the causes of disability. If you experienced an injury or a health issue (for example, illness, recurring pain, a chronic condition, or emotional stress), the Workplace Possibilities program may be able to help!

You do not need to have a disability to take advantage of this program!

They address treatable aches or pains that someone is experiencing and has received treatment for. Accessing this program does not result in the release any confidential or personal health information to your insurance provider, or direct supervisor, but reviews the employee’s work capacity, i.e. limitations and restrictions.

Services of the Workplace Possibilities Program include:

- Workspace ergonomic evaluations – assess work stations, including classrooms, and implement accommodations to ensure employees perform their jobs productively and safely
- Research and recommendations on devices that adapt to employees’ needs
- Provide proactive case management for mental/psychiatric conditions
- Promote and facilitate communication among all parties, including employee, supervisor, HR, and medical providers

Accessing this program’s services does not constitute a disability claim, rather a “reasonable expense” claim.

Interested? Contact the Clackamas ESD Human Resources department to kick off the interactive process or to learn more about his program.

Lynnette Udenby  
(ECE, T&L, NIS, HSS)  
HR Specialist  
503-675-4067  
ludenby@clackesd.org

Shalla Mitchell  
(LEEP, HC, SPED)  
HR Specialist  
503-675-4014  
smitcell@clackesd.org

Ken Griffin  
Confidential  
HR Executive Assistant  
503-675-4004  
Kgriffin@clackesd.org

Jeff Fish  
Director, Human Resources  
503-675-4015  
jfish@clackesd.org
Clackamas ESD
Workplace Possibilities Program
Flowchart

Have you filed a disability claim?

- **YES**
  - Contact HR and request a Stay-At-Work Referral
  - Sign the Authorization to Obtain and Release Health Information form
  - HR submits referral and authorization directly to the Workplace Possibilities Program
  - Within one week, a Workplace Possibilities Consultant will contact HR and schedule a consultation
  - Consultant performs assessment
  - Consultant makes accommodation recommendation to HR team
  - District will review recommendation and make final decision on reasonable accommodation

- **NO**
  - Contact the Clackamas ESD HR Office and inform them of your health concern
  - Receive a Stay-At-Work Medical Information Request form
  - Complete form with your attending physician and return to HR
  - Sign the Authorization to Obtain and Release Health Information form
  - HR submits referral and authorization directly to the Workplace Possibilities Program