

# Reporting injuries while working from home

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## Reporting injuries while working from home

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If you experience a work-related injury while working from home, follow these steps:

- If the injury is severe enough for immediate medical treatment, proceed to the nearest emergency room or call 911 for assistance.
  - Following treatment, notify your supervisor and the Fermilab Medical Office at 630-840-3232.
- If you suffer a work-related non-emergency injury which may require medical treatment while working at home, call the Medical Office at 630-840-3232 for advice on treatment options, or go to a local emergency room or urgent care facility.
  - Following treatment, notify your supervisor and the Fermilab Medical Office at 630-840-3232.

Your supervisor and DSO will need to investigate the injury and may request to discuss the injury over the phone or Zoom video conference.

NOTE 1: The “work from home” time period is the hours identified on your Kronos timecard.

NOTE 2: OSHA clarifies what is a work-related injury when working at home:

29 CFR [1904.5\(b\)\(7\)](#): ***“How do I decide if a case is work-related when the employee is working at home?”*** Injuries and illnesses that occur while an employee is working at home, including work in a home office, will be considered work-related if the injury or illness occurs while the employee is performing work for pay or compensation in the home, and the injury or illness is directly related to the performance of work rather than to the general home environment or setting. For example, if an employee drops a box of work documents and injures his or her foot, the case is considered work-related. If an employee's fingernail is punctured by a needle from a sewing machine used to perform garment work at home, becomes infected and requires medical treatment, the injury is considered work-related. If an employee is injured because he or she trips on the family dog while rushing to answer a work phone call, the case is not considered work-related. If an employee working at home is electrocuted because of faulty home wiring, the injury is not considered work-related.”