

Affinity HR Group Q&A May 2023

Question: We have an employee who matched as a living donor. What do we need to offer them?

Answer: First of all, it's wonderful that your employee is considering being a living donor! As an employer, it's important to support your employees in their personal endeavors whenever possible.

You should treat this situation like any other leave request. Request doctors' notes to clarify the expected duration of the absence, when your employee will be able to return to work, and if there are any restrictions they should adhere to.

Depending on your state's laws, you may be required to offer paid or unpaid time off for living organ donations. If not, your employee may be eligible for other medical leave protections since this is a medical procedure.

Keep in mind that your employee may need to attend pre- and post-operative appointments, and try to be flexible with scheduling. Ask them to provide as much notice as possible so you can plan accordingly.

You should also decide in advance whether you'll allow your employee to work from home during their absence, if that's feasible.

Respect your employee's privacy and do not share any medical information with other employees unless given permission. Your employee should have the right to decide who they want to share this information with.

Finally, make sure to receive a release from your employee's doctor before they return to work. This will help you understand any limitations they may have and will help reduce your Workers' Comp liability.