

**LABOR CODE - LAB**

**DIVISION 4. WORKERS' COMPENSATION AND INSURANCE [3200 - 6002]**

*(Heading of Division 4 amended by Stats. 1979, Ch. 373.)*

**PART 1. SCOPE AND OPERATION [3200 - 4418]**

*(Part 1 enacted by Stats. 1937, Ch. 90.)*

**CHAPTER 3. Conditions of Compensation Liability [3600 - 3605]**

*(Chapter 3 enacted by Stats. 1937, Ch. 90.)*

**3600.**

(a) Liability for the compensation provided by this division, in lieu of any other liability whatsoever to any person except as otherwise specifically provided in Sections 3602, 3706, and 4558, shall, without regard to negligence, exist against an employer for any injury sustained by his or her employees arising out of and in the course of the employment and for the death of any employee if the injury proximately causes death, in those cases where the following conditions of compensation concur:

- (1) Where, at the time of the injury, both the employer and the employee are subject to the compensation provisions of this division.
- (2) Where, at the time of the injury, the employee is performing service growing out of and incidental to his or her employment and is acting within the course of his or her employment.
- (3) Where the injury is proximately caused by the employment, either with or without negligence.
- (4) Where the injury is not caused by the intoxication, by alcohol or the unlawful use of a controlled substance, of the injured employee. As used in this paragraph, "controlled substance" shall have the same meaning as prescribed in Section 11007 of the Health and Safety Code.
- (5) Where the injury is not intentionally self-inflicted.
- (6) Where the employee has not willfully and deliberately caused his or her own death.
- (7) Where the injury does not arise out of an altercation in which the injured employee is the initial physical aggressor.
- (8) Where the injury is not caused by the commission of a felony, or a crime which is punishable as specified in subdivision (b) of Section 17 of the Penal Code, by the injured employee, for which he or she has been convicted.
- (9) Where the injury does not arise out of voluntary participation in any off-duty recreational, social, or athletic activity not constituting part of the employee's work-related duties, except where these activities are a reasonable expectancy of, or are expressly or impliedly required by, the employment. The administrative director shall promulgate reasonable rules and regulations requiring employers to post and keep posted in a conspicuous place or places a notice advising employees of the

provisions of this subdivision. Failure of the employer to post the notice shall not constitute an expression of intent to waive the provisions of this subdivision.

(10) Except for psychiatric injuries governed by subdivision (e) of Section 3208.3, where the claim for compensation is filed after notice of termination or layoff, including voluntary layoff, and the claim is for an injury occurring prior to the time of notice of termination or layoff, no compensation shall be paid unless the employee demonstrates by a preponderance of the evidence that one or more of the following conditions apply: