



# Rainy River District School Board

## Accessible and Healthy Workplace Program

### What is the Accessible and Healthy Workplace Program?

It is a program that integrates three supportive practices: Disability Management, Attendance Management, and Wellness. It is a supportive program to assist employees with their personal and organizational health. These three programs play a vital role in maintaining regular attendance at work.

### Why implement this program?

The Board believes both individual and organizational health are important factors affecting the ability of all employees to attend work. It also recognizes that student achievement and success is affected negatively when absence rates are high. This program will offer consistent employee support and ensure up-to-date compliance with legislation.

### What is Disability Management?

Disability Management is a program designed to assist individuals with a known medical disability or illness. It supports employees so they may remain at work or return to work in a timely and safe manner.

### What is the Wellness Program?

The Wellness program is designed to promote a healthy workplace through preventative strategies and to raise staff awareness of a Healthy Workplace. The goal of the Wellness program is for all employees to attain health and balance in their lives.

### What is Attendance Management?

Attendance Management is a program designed to assist employees who are struggling to attend work regularly. It is a non-disciplinary and supportive program intended to address nonculpable (innocent) absence. It also recognizes that student achievement and success is affected negatively when absence rates are high.



*This publication is available in accessible formats upon request.*