

<i>Rainy River District School Board</i>	SECTION 3 <i>Personnel</i>
ACCESSIBLE AND HEALTHY WORKPLACE PROGRAM	3.56

POLICY

The Rainy River District School Board will maintain an accessible and healthy workplace program.

RATIONALE

Individual and organizational health are important factors affecting the ability of all employees to attend work and to contribute fully to its mission. The Accessible and Healthy Workplace Program is a comprehensive strategy which combines both prevention and intervention to achieve and support the goals of the employee and the Board.

IMPLEMENTATION

As per Procedure 2.36 Accessibility Standards for Employment, Procedure 3.58 Disability Management, Procedure 3.57 Confidentiality of Medical Records, Procedure 3.59 Absence Reporting, and Procedure 2.72 Healthy Meetings and Events.

GUIDELINES

- 1.1 The Accessible and Healthy Workplace Program includes three distinct yet overlapping programs:
 - a) The Disability Management Program will provide support and accommodations for employees with disabilities.
 - b) The Wellness Program will support the health and wellness of employees by taking into consideration the following three elements: psychosocial school/board environment; individual lifestyle practices; and health, safety and prevention.
 - c) The Attendance Support Management Program will support employees who are struggling to maintain regular attendance at work. It is a non-disciplinary program designed to collaboratively support an employee's obligation to maintain reliable, regular attendance at work.

<u>CROSS REFERENCE</u>	<u>Date Approved</u>	<u>LEGAL/MINISTRY OF EDUCATION REFERENCE</u>
<p>Procedure 2.36 Accessibility Standards for Employment</p>	<p>February 5, 2019</p>	<p><i>Ontario Human Rights Code</i></p>
<p>Procedure 3.58 Disability Management</p>	<p><u>Board Motion</u> 13</p>	<p><i>Occupational Health and Safety Act</i></p>
<p>Procedure 3.57 Confidentiality of Medical Records</p>	<p><u>Review Prior to</u> 2023</p>	<p><i>Workplace Safety and Insurance (WSIB) Act</i></p>
<p>Procedure 3.59 Absence Reporting</p>		<p><i>Employment Standards Act</i></p>
<p>Procedure 2.72 – Healthy Meetings and Events</p>		<p><i>Municipal Freedom of Information and Protection of Privacy Act</i></p> <p><i>Accessibility for Ontarians (AODA) Act</i></p>