

**POLICY**

SECTION:	HUMAN RESOURCES - GENERAL	POLICY:	<b>E-13</b>
TOPIC:	<b>ATTENDANCE SUPPORT PROGRAM</b>	PAGE:	Page 1 of 1
		DATE:	June 2014
REVIEW DATE:	June 2019	REVISED:	

The District School Board of Niagara is committed to creating and maintaining a respectful, healthy work environment for all employees. The Board, as the employer, strives to do this through collaboration and co-operation with all employees, employee groups, and where appropriate, health care providers and community agencies. The Attendance Support Program is based on the belief that employees wish to be at work and fulfill their responsibilities. Furthermore, when issues do arise, a problem-solving approach will normally lead to a resolution that returns the employee to work as early and as safely as medically possible. This strategy combines both prevention and intervention to achieve the goals of personal and workplace wellness.

The Attendance Support Program is designed to provide consistently applied supports for the health and well being of employees and the benefit of the organization.

The Attendance Support Program is supported by a Disability Management Program, an Attendance Management Program and a Wellness Program, and is consistent with the Ontario Human Rights Code, the Workplace Safety and Insurance Act, Employment Standards Act and the Municipal Freedom of Information and Protection of Privacy Act.

References

Policy E-03: Health and Safety  
 Policy E-04: Infectious and Communicable Diseases  
 Policy E-09: Human Rights  
 Policy E-12: Workplace Wellness  
 Policy E-13: Attendance Support Program

Administrative Procedure 5-11: Attendance Support Program  
 Administrative Procedure 5-24: Confidentiality of Medical Records  
 Administrative Procedure 5-25: Disability Management – Early Intervention, Accommodations and Return to Work  
 Administrative Procedure 5-26: Workplace Harassment Prevention Program  
 Administrative Procedure 5-27: Workplace Violence Prevention Program  
 Administrative Procedure 5-28: Absence Reporting