



## KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

### POLICY STATEMENT

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**Section: Human Resources**

- **Employee Relations**

**Policy Code: HR-4.5**

**Policy: HEALTH AND MEDICAL – EMPLOYEES**

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The Board acknowledges the need to support the health and wellbeing of its employees.

The Board supports the promotion of employee wellness through the development of initiatives which promote daily health and well being of employees, and establish patterns for life-long, healthy living.

The Board recognizes that regular and consistent attendance by all employees is essential for the provision of high quality educational services for our students.

The Board recognizes the valuable contribution that employees of differing abilities can make to education and is committed to compliance with the Ontario Human Rights Code and the Workplace Safety and Insurance Act as they relate to employing individuals and supporting workplace accommodations for employees with disabilities or medical conditions. It is recognized that any required workplace accommodation is subject to the Board's accommodation process, in consultation with the appropriate staff assigned to facilitate such accommodations.

The Board recognizes the right of all employees to privacy and confidentiality. All medical documentation collected by the Board will be maintained in accordance with the Municipal Freedom of Information and Protection of Privacy Act and the Personal Health Information Protection Act, 2004 (PHIPA).

Administrative regulations will be maintained which reflect the philosophy of this policy.

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Established: June 14, 2000

Revised/Reviewed: November 24, 2005  
November 25, 2010  
February 26, 2015  
February 25, 2020