



Disability Management Program – Early Intervention, Accommodation and Return to Work

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Policy Statement

The St. Clair Catholic District School Board is committed to helping employees remain at work or facilitating the early and safe return of employees to employment.

The St. Clair Catholic District School Board will make every reasonable effort to provide meaningful, productive employment environment within which, employees will maintain dignity and respect while rehabilitating from their illness, injury or disability.

Policy Goals

1. Provide a system to identify and appropriately manage work restrictions following the requirements of the Workplace Safety and Insurance Act and the Ontario Human Rights Code.
2. Develop a modified work program to help any employee, who due to illness, injury or disability is temporarily or permanently unable to perform their regular duties, to remain at work or return to work as soon as medically possible.
3. Provide an employment environment within which employees can rehabilitate from their illness, injury or disability.
4. Meet legislative requirements with respect to accommodating the needs of ill, injured, or disabled employees.