

Disability Management Policy Statement

The Newfoundland and Labrador English School District, through its disability management program, is committed to promoting employee health and recovery from both work-related and non work-related disabilities (injury or illness) through early intervention and active case management.

The disability management program is cooperative, consistent and follows the priorities outlined in WorkplaceNL's Hierarchy of Return to Work and Accommodation Policy, in accordance with Sections 89 and 89.1 of the **Workplace Health, Safety and Compensation Act**. The District will make every reasonable effort to accommodate its employees, in accordance with WorkplaceNL's re-employment obligation, the **Human Rights Act, 2010**, and District policy.

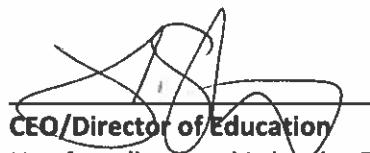
An injury reporting system is posted throughout the District so that all employees are aware of the process to follow in the event of an injury or illness.

A critical component of the disability management program is that the employee is involved in all aspects of return to work planning. All members of the organization including supervisors, co-workers, and the union are responsible for actively participating and cooperating in the return to work process when required. Where necessary, the District will seek input and advice from WorkplaceNL, and other parties involved in the return to work process.

Any personal information received or collected that can lead to the identification of an employee will be held in the strictest confidence. Information of a personal nature will be released only if required by law or with the approval of the employee who will specify the nature of the information to be released and to whom it can be released.

The disability management program has been developed for and is available to all employees of the District. The return to work process does not, in any way, jeopardize the health and safety of individuals.

This statement will be reviewed at least annually and may be updated or changed as required.



CEO/Director of Education
Newfoundland and Labrador English School District

September 1, 2021
Date