Huron-Superior Catholic
DISTRICT SCHOOL BOARD

| | | | |
|---|---|---|---|
| **POLICY TITLE:** | **RETURN TO WORK AND ACCOMMODATION** | **Approved:** | **December 16, 2020** |
| | | **Amended:** | **May 21, 2025** |
| **POLICY NO:** | **6017** | **Page:** | **1 of 1** |

## POLICY

The Huron-Superior Catholic District School Board (the "Board") recognizes the essential and influential role that school staff plays in the achievement, well- being and faith development of students. The Board is committed to protecting the health and well-being of our employees. The objective of the Return to Work (RTW) Program is to provide a caring and consistent process through which the Board will support all employees who incur a disabling illness or injury in a successful and timely reintegration to their pre-injury positions in conjunction with their recovery to optimal functioning. The Board will make every reasonable effort to provide suitable return to work opportunities for every employee who is unable to perform his or her regular duties following an occupational or non-occupational illness or injury to the point of undue hardship.

Sustaining a culture of prevention, enhanced well-being and recovery is the responsibility of all employees, with the objective of strengthening our individual and collective capacity to consistently support the Board's mission. This shall be achieved through the establishment, integration and maintenance of prevention, accident, illness and disability management standards, programs, procedures and best practices. To ensure the integrity of this managed system of care, its performance shall be routinely reviewed for continuous improvements.

| | | | |
|---|---|---|---|
| **APPROVED** | Regular Meeting of the Board – December 16, 2020, Motion – B-523 | | **DISTRIBUTION** |
| | | i) | Trustees |
| | | ii) | Administration |
| **AMENDED** | Regular Meeting of the Board – May 21, 2025 Motion – B-996 | iii) | Principals |
| | | iv) | Teaching Personnel |
| | | v) | Non-Teaching Personnel |