



POLICY NAME:	Healthy Workplace
POLICY SECTION:	Human Resources
DATE APPROVED:	February 2026
DATE OF NEXT REVIEW:	2030
DATES OF AMENDMENTS:	
RESPONSIBLE DEPARTMENT:	Human Resources

Policy:

The Healthy Workplace policy supports the Toronto Catholic District School Board's (TCDSB) Attendance Support, Disability Support and Wellness programs.

The policy provides a comprehensive and positive approach to help create a healthy and inclusive workplace that supports employees. The program integrates three supportive practices: attendance support, disability support and wellness.

The policy is in alignment with the TCDSB's Multi-Year Strategic Plan (MYSP) and reflects Catholic values rooted in the love of Christ.

Scope and Responsibility:

The policy extends to all TCDSB employees. The Director of Education, and the Executive Superintendent of Human Resources, Equity and Leadership are responsible for this Policy.

Regulations:

1. To carry out the TCDSB's mandate, regular attendance of all our employees is essential.
2. As part of the Board's commitment to fostering a healthy workplace the Board has developed programs aimed at positively supporting the health and wellbeing of employees.
3. TCDSB employees will be supported by an Attendance Support, Disability Support - Early Intervention, Accommodations and Return to Work and Wellness programs.

4. The Attendance Support program and the Disability Support - Early Intervention, Accommodations and Return to Work program are consistent with the Ontario Human Rights Code, the Workplace Safety and Insurance Act, the Employment Standards Act, and the Municipal Freedom of Information and Protection of Privacy Act.
5. The Board will implement administrative procedures for the Attendance Support Program and the Disability Support - Early Intervention, Accommodations and Return to Work.

Cross References:

Legislation

- Ontario Human Rights Code,
- Occupational Health and Safety Act,
- Workplace Safety and Insurance Act,
- Employment Standards Act
- Municipal Freedom of Information and Protection of Privacy Act.

Ministry of Education Policy/Program Memorandum

- PPM 171 Attendance Support Programs (ASP)

TCDSB Procedure

- Disability Support - Early Intervention, Accommodations and Return to Work
- Attendance Support Procedure
- Absence Reporting Procedure
- Confidentiality of Medical Information

Evaluation and Metrics:

1. The policy will be reviewed every five years.