

<b>PERSONNEL</b>	<b>3000</b>
<b>ATTENDANCE SUPPORT/DISABILITY MANAGEMENT PROGRAM</b>	<b>3145</b>

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**1. Rationale**

The Simcoe County District School Board (SCDSB) is committed to providing an education of the highest quality for the students attending our schools with caring, dedicated and effective staff who contribute to this objective. As such, regular attendance for all employees is essential to maintaining quality of service, as well as ensuring a fair distribution of work. All employees have a responsibility for maintaining their health to the extent possible. Regular and prompt attendance is an expectation of employment.

**2. Policy**

It is the policy of the SCDSB that regular and consistent attendance by all employees is essential for the provision of high quality educational services for our students and maintaining a safe and healthy workplace.

The SCDSB supports the health and well-being of its employees and organizational health by creating a positive, supportive environment whereby employees are offered assistance on an individual basis to support their regular attendance.

**3. Definitions**

3.1 The Attendance Support/Disability Management Program is a comprehensive program aimed at positively supporting the health of employees and the organization which focuses on innocent absences, otherwise referred to as non-culpable absences.

3.2 Innocent absences, otherwise referred to as non-culpable absences, occur when an employee, through no fault of their own, is absent from the workplace due to injury or illness.

**4. Administrative Procedures**

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

**ADOPTED MAY 22, 2013  
REVISED MAY 24, 2017  
REVISED MAY 25, 2022**