



# Return-to-Work & Accommodation



The Return-to-Work & Accommodation Program has been developed to assist employees to stay-at-work or return-to-work after they have experienced an illness or injury.

## Why It's Important

- The longer an employee is off work, the less likely they are to return to their own job or any job
- A focus on safe and sustained return-to-work practices will reduce the likelihood of reoccurrence
- Clear and transparent processes and procedures will reduce confusion and uncertainty
- Maintaining contact while an employee is away from work promotes a culture of care and concern for their well-being

## Program Details

1. For an absence of longer than 5 days, the District will contact employees and inform them of the process, forms and supports available
2. The District will partner with employee's medical provider to go through the accommodation request process
3. Regular check-ins during and after returning to work to see how employees are doing and if additional supports are required
4. Ensure employees are medically fit to return to work by receiving medical clearance from the medical provider
5. We will prepare for the return-to-work by planning with employees and their manager to ensure a safe and sustained return to work