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BRAMPTON LIBRARY

Return to Work Policy

The Brampton Library is committed to the provision of workplace rehabilitation that supports and enables employees with work-related or non-work related injuries, to remain at or return to the workplace to continue their work duties at the earliest date following their illness or injury.

This policy complies with the legislative requirements under the Ontario Human Rights Code (OHRC), Workplace Safety and Insurance Act (WSIA) as well as the Accessibility for Ontarians with Disabilities Act (AODA).

The Brampton Library is committed to providing a safe and healthy work environment and, in the event of a work-related and non-work related injury or illness that fits the definition of disability under the Ontario Human Rights Code, Workplace Safety and Insurance Act, and the Accessibility for Ontarians with Disabilities Act, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice, when applicable.

The Brampton Library will make every effort to facilitate a safe and early return to work of injured and ill employees by identifying duties that are appropriate to their grade and function where possible. These duties will be medically approved (when necessary), time limited (if applicable) or permanent (if the employee can continue to perform the essential duties of the job with or without accommodation).

Brampton Library Management and Human Resources will respect the confidential nature of medical information and will ensure employees are aware that, in the event of injury or illness, they will be consulted to develop their rehabilitation and return-to-work plan that will not disadvantage them.

Return-to-work procedures and responsibilities must be adhered to as outlined in the Modified Work Plan procedures

This policy will be reviewed annually and will be revised in light of any legislative changes as necessary. This policy is available in an alternative format upon request.