



Wellness

Date of Issue: October 2007
Reviewed/Revised: November 2016, January 2020
Memo To: All Staff
From: Director of Education

ACCESSIBILITY:

To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

PURPOSE:

The Waterloo Catholic District School Board (WCDSB) believes that both individual and organizational health are important factors affecting the ability of all employees to fully contribute to the Board's mission. WCDSB is committed to a healthy workplace for all employees.

REFERENCES:

- Occupational Health and Safety Act
- Ontario's Well-being strategy for Education
- Waterloo Catholic District School Board Mental Health Strategy
- Employee Attendance Support Program – AP Memo APS037

FORMS:

- N/A

REPORTS:

- N/A

APPENDICES:

- N/A

COMMENTS AND GUIDELINES:

A healthy workplace can provide a supportive environment that encourages employees to practice healthy lifestyle choices. Senior management supports a culture of wellness through policies, procedures and practices that promote employee health and wellness.

A Healthy Workplace Committee will seek to implement and promote preventative strategies to improve individual and organizational health. The Committee is responsible for assessing the needs of WCDSB employees, establish goals and appropriate metrics and develop and implement initiatives to meet its goals. The Committee is chaired by the Superintendent of Human Resource Services and will consist of one other member of Executive Council, the Total Absence Management Officer and representatives from across the Board's employee groups. The



Committee may invite additional employees to join if needed to enhance the work of the Committee. The Committee will act as a sub-committee of the Wellbeing Steering Committee.

The areas of focus for the Committee may include:

- Spiritual wellness
- Health and lifestyle practices
- Employee mental health
- Occupational health and safety

Notwithstanding the work of the Committee, each Board site is encouraged to undertake appropriate site specific initiatives to support employee wellness, in supporting positive mental health, safe and accepting schools, healthy schools and equitable and inclusive education.