Niagara Catholic District School Board

DISCONNECT FROM WORK POLICY

STATEMENT OF GOVERNANCE POLICY

200 – Human Resources **Policy No .203.5**

Adopted Date: September 27, 2022	Latest Reviewed/Revised Date: September 8, 2026

All employees of the Niagara Catholic District School Board (the "Board") have the responsibility of contributing to the success of the organization in fulfilling its Mission, Vision and Values for students and the families it serves. To this end, the Board is committed to both employee and organizational health by creating and maintaining a supportive and healthy workplace for all employees.

The purpose of this policy is to provide a framework to support the right of employees to disconnect from work by significantly reducing the practice of non-emergency work-related meetings and communications after-hours, including emails, telephone calls, video calls or the sending or reviewing of other messages.

The Board recognizes the contributions of all employees and encourages employee health and wellness by fostering a work environment that maintains a healthy work-life balance, including the ability to disconnect from work outside of normal working hours, as stipulated in Ontario Bill 27, *Working for Workers Act*, 2021 and the *Employment Standards Act*, 2000.

This policy applies to all employees of the Board.

The Chief Executive Officer will issue *Administrative Operational Procedures* for the implementation of this policy.

References:

- ***Working for Workers Act 2021 SO 2021 c. 35 – Bill 27***
- ***Employment Standards Act***
- ***Municipal Freedom of Information and Protection of Privacy Act***
- ***Ontario Human Rights Code***
- ***Workplace Safety and Insurance Act***
- ***Employee Assistance Program (EAP)***
- ***Education Act and Regulations***
- ***Niagara Catholic District School Board Policies/Procedures/Documents***
  - ***Equity and Inclusive Education Policy (100.10)***
  - ***Employee Code of Conduct and Ethics Policy (201.17)***
  - ***Employee Workplace Harassment Policy (201.7)***
  - ***Accessibility Standards Policy (800.8)***
  - ***Collective Agreements***
  - ***Terms and Conditions***

Adopted Date:	**September 27, 2022**
Revision History:	***September 8, 2026 *(Administrative Update)***