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Disability Management / Health Recovery Support Policy

Office of Administrative Responsibility:	Organizational Health & Effectiveness
Office of Accountability:	Office of the Vice-President (University Services, Operations and Finance)
Approving Authority:	Board of Governors

Overview

Campus Community “We recognize and value the role each individual member of the university community plays in meeting our mission. We seek a campus community in which all individuals are treated with equality and respect and where all may seek to reach their full potential. We are committed to an environment of work and study which is equitable, safe, healthy, and supportive of our mission.”
Degrees of Freedom, 1993

Purpose

The purpose of this policy is to recognize that healthy, and therefore productive, staff are an organizational asset. The availability of appropriate rehabilitation and support programs to assist **staff members** in maintaining or reaching an optimal level of function is beneficial to both the staff member and the University.

Definitions

The attached definitions table outlines the terms used in this policy and any specific rules of interpretation that apply.

Scope/Application

This policy applies to all members of the University community.

Policy

The University of Alberta will provide a Disability Management/Health Recovery Support Program to assist staff members to continue to contribute positively in the work environment in spite of a disabling injury, illness or chronic medical condition.

The Disability Management/Health Recovery Support Program will support and enable staff members to:

- Maximize their abilities, and enhance or maintain their overall quality of life;
- Stay at work in spite of disabling condition where this is feasible, or
- Return to work in a timely and effective manner, without risk to their health or the safety of others.

The Disability Management/Health Recovery Support program is client centered, with both the staff member and their supervisor/administrator playing an active role in the process, and being held accountable for making a positive contribution to the outcome.

While the focus is on maximizing staff member ability and retaining a connection to the workplace, consideration is given to both the needs of the individual staff member and the department/administrative unit.

The Disability Management/Health Recovery Support process combines proactive and preventive initiatives, early illness intervention, medical and rehabilitation management, return to work planning and access to a network of specialty service providers in a coordinated manner to optimize the likelihood of success and make the best use of available resources.

All medical or personal information obtained through the disability management process will be handled in a confidential manner in accordance with the Guideline for the Management of Personal Health Information.

Definitions

<i>Any definitions listed here apply to this policy document only with no implied or intended institution-wide use.</i>	
Staff Member	Includes all academic and support staff, whether operating or trust funded, regardless of whether the individual is entitled to illness or disability leave benefits under the appropriate Agreement.

Published Procedures of this Policy (UAPPOL)

- There are no published procedures of this policy.

For questions surrounding policy document interpretation or implementation, please contact the Office of Administrative Responsibility.

For the most recent version of this document, please visit <https://www.ualberta.ca/policies-procedures/index.html>