

STATEMENT of POLICY			
Chapter:	HUMAN RESOURCES	SPP No.	
Section:	Right to Disconnect	Issued:	
Subject:	RIGHT to DISCONNECT	Effective:	
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POLICY

Disconnecting from Work is defined in the Employment Standards Act to mean not engaging in work-related communications, including emails, telephone calls, video calls or sending or reviewing other messages, to be free from the performance of work.

It is the policy of the Niagara Children's Centre School Authority that employees be advised to disconnect from work after hours, unless the matter can reasonably be constituted as an emergency or a significant event that calls for immediate action.

The Niagara Children's Centre School Authority supports the ability of its employees to maintain a reasonable work-life balance.

This policy and accompanying procedure provides employees the opportunity for proper balance between work and lifestyle which impacts employee wellness. This supports the opportunity to disconnect from work related activities after work hours.

REFERENCE

Bill 27, Working for Workers Act, 2021