



SECTION 4: HUMAN RESOURCES MANAGEMENT

Policy 4.09: Right to Disconnect from Work Policy

Supporting Policies

[6.27 Health and Safety Policy](#)

Supporting Procedures

Right to Disconnect from Work Procedure

Supporting Protocols and Guidelines

Supporting Templates and Forms

External Resources

[Bill 27, Working for Workers Act, 2021 - Legislative Assembly of Ontario \(ola.org\)](#)

[Education Act, R.S.O. 1990, c. E.2 \(ontario.ca\)](#)

[Ontario Human Rights Code](#)

[Employment Standards Act](#)

Approved by Board Resolution #057-2022 06 14

POLICY STATEMENT

The Algoma District School Board is committed to promoting, encouraging and supporting employees in prioritizing their own health and wellbeing.

It is important for individual well-being that a healthy and sustainable work-life balance be achieved, which includes disconnecting from work outside of regular working hours.

Disconnecting from work means not engaging in work-related communications, including emails, telephone calls, video calls or the sending or reviewing of other messages, so as to be free from the performance of work. In the event of emergencies, it will be necessary to engage in work related communications outside of an employee's regular working hours.

The Board is responsible for maintaining compliance with all statutory obligations under the *Employment Standards Act*. This policy and accompanying procedure are in accordance with Bill 27, the *Working for Workers Act, 2021* and subsequent amendments to the *Employment Standards Act*.