

Zebra Blue Illness Policy

Illness Policy for Internal Coach Training Program:

1. **General Principles:** At Zebra Blue, we prioritize the well-being of our participants. The illness policy is designed to provide guidance and support for participants who may experience health-related challenges during the coach training program.
2. **Communication and Notification:** Participants are expected to communicate promptly with the program coordinator in the event of illness or any health-related issue that may impact their ability to participate fully in the coach training program. Notification should be provided as soon as possible, preferably before scheduled sessions.
3. **Medical Documentation:** Participants experiencing a prolonged illness or health condition may be required to submit medical documentation to support their request for accommodations or adjustments. This documentation will be kept confidential and used solely for the purpose of assessing the participant's eligibility for support.
4. **Temporary Accommodations:** Participants facing short-term illnesses may be eligible for temporary accommodations, such as rescheduled assignments or extended deadlines. These accommodations will be determined on a case-by-case basis, taking into consideration the nature and duration of the illness.
5. **Extended Leave of Absence:** In the case of a more extended illness or health-related absence, participants may request a leave of absence from the program. The program coordinator, in consultation with relevant stakeholders, will evaluate such requests based on individual circumstances.
6. **Catch-up Opportunities:** Participants returning from illness-related absences will be provided with catch-up opportunities to ensure they can bridge any missed content or activities. Such catch-up opportunities may have a cost associated with them. The program coordinator will work with participants to develop a plan for catching up on missed material.
7. **Confidentiality and Privacy:** All health-related information provided by participants will be treated with the utmost confidentiality. Only the program coordinator and relevant staff members directly involved in assessing and implementing accommodations will have access to this information.
8. **Reintegration Support:** Participants returning from a health-related absence will receive support in reintegrating into the program smoothly. This may include additional guidance and resources as needed.
9. **Withdrawal due to Prolonged Illness:** In cases where a participant is unable to continue with the coach training program due to prolonged illness, a withdrawal process will be facilitated. The program coordinator will work with the participant to determine the most appropriate course of action.

This illness policy aims to create a supportive and understanding environment for participants facing health-related challenges.