

**Operational  
Policy**

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Section  
Disabilities/Impairments Resulting from Accidents

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Subject  
**Impotence and Sterility**

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## Policy

Permanent disability awards for impotence and sterility are granted in the following circumstances.

### Impotence

Trauma to the genital organs with physical scarring and/or partial or total destruction of these organs is not considered as the basis for a permanent disability award unless it interferes with the worker's ability to carry out normal bodily functions of excretion of urine, or there is a resultant and direct development of impotence.

Impotence may occur in cases of the loss of one or both testes. However, this is a psychological rather than an organic problem and the condition is dealt with as a psychological disability. Entitlement to a permanent disability award is determined in keeping with the policy governing psychological disability.

### Sterility

The loss of both testes automatically causes sterility and an award for permanent disability is granted.

The loss of one testicle pre-disposes a worker to sterility in the event of future injury or disease and a reduced award is granted.

## Guidelines

### Permanent Disability Rating Schedule For Impotence and Sterility (Effective April 10, 1978)

Condition		Criteria	Percentage Award
<b>Sterility</b>	Female	Considered on an individual basis.	
	Male	Loss of both testes	10%
		Loss of one testicle	2%
		Loss of penis and/or partial loss of penis and/or both testes	10%
	Sterility due to non-traumatic causes including radiation and exposure to toxic chemical(s)	10%	
<b>Impotence</b>	Female	Considered on an individual basis	
	Male	Direct trauma to penis resulting in impotence	10%
		Loss of penis and/or partial loss resulting in impotence	10%

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<b>Residual Physical Impairment</b>	Female & Male	Residual physical impairment such as urethral stricture requiring ongoing treatment will be assessed on an individual basis.	
<b>Secondary Psychological Disability</b>	Female & Male	Entitlement for psychological disability secondary to either impotence or sterility is determined in accordance with policies for that condition*.	

\* See 15-04-02, Psychotraumatic Disability.

**Application date**

This policy applies to all accidents occurring before January 2, 1990.

**Document History**

This document replaces 03-03-10.

**References****Legislative Authority**

*Workers' Compensation Act, R.S.O. 1980*

Sections 45(1), 132

**Minute**

Administrative

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