

Create
Supportive
Environment

Create a Supportive Environment

Once you have identified your wellness program goals and objectives, it's a good idea to review and adjust worksite policies or develop new ones.

- ▶ Policies help create an environment that supports and encourages healthy lifestyles by making the healthy choice the easy choice.
- ▶ Policies provide the opportunity to practice and reinforce skills that may have been learned in a program, and endure long after the program is completed.
- ▶ Be sure to include a step in your program's work plan for evaluating and adjusting your workplace wellness policies.

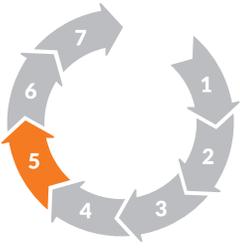
Focus policy development on key components of your wellness goals. For example:

- ▶ Increased Health Awareness and Education
- ▶ Losing Weight and Eating Healthier Foods
- ▶ Increased Physical Activity
- ▶ A Smoke-Free Workplace
- ▶ Reduced Stress

Sample Healthy Foods Policy

[Company name] is dedicated to providing a work environment that supports health and weight management through good nutrition. There is a general consensus today that certain dietary factors are associated with the prevention of chronic diseases such as heart disease and cancer. We will, therefore, provide employees with healthy food choices when foods are served in the workplace that support their efforts to lose weight, prevent disease, and attain optimum health.

SAMPLE GOALS	<ul style="list-style-type: none"> ▶ Increase healthy food options for employees.
SAMPLE OBJECTIVES	<ul style="list-style-type: none"> ▶ Vending machines will include healthy food choices. ▶ Meetings/functions will offer healthy foods and snacks. ▶ The cafeteria and/or lunchroom will offer healthy foods, drinks, and snacks.
SAMPLE POLICIES	<ul style="list-style-type: none"> ▶ Vending machines will offer a variety of snack foods. 30% of the items will be healthful alternatives that are low-sugar, trans fat-free, and low-fat food options. ▶ Drink machines will provide fruit juices as well as sugar-free and caffeine-free soda selections. ▶ Food choices that are low in fat will be offered at company meetings and functions. When foods high in fat, sugar or sodium are served, food purchased with company funds must include a healthy alternative. ▶ Menus for dining rooms/cafeterias shall be consistent with the latest guidelines recommended by leading health organizations.



Create
Supportive
Environment

How do you create new policies?

- 1 Identify worksite policies
- 2 Identify environmental changes
- 3 Seek approval for changes
- 4 Implement changes

Legal Boundaries of Wellness Programs

As employers increasingly turn to creative solutions to the increasing costs of health care, such as wellness programs, they should be aware of applicable regulations, including the Health Insurance Portability and Accountability Act (HIPAA), Americans with Disabilities Act (ADA), Affordable Care Act (ACA), Genetic Information Non-Discrimination Act (GINA), and the Equal Employment Opportunity Commission (EEOC). The following are general guidelines:

- ▶ Participation in the wellness program must be voluntary.
- ▶ Medical information obtained in the course of conducting the plan must remain confidential.
- ▶ Should not be used for making any employment related decisions
- ▶ Reasonable alternative standards must be available for certain types of programs