



**Category**

**POLICY: 2-75 Wellness & Working Well**

**Approval**

LT Approved: 06/
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Revised:
Responsible Party: Executive Director of Human Resources

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**Policy Statement**

WSU Tech is committed to providing an environment that promotes wellness and health awareness for our employees.

**Primary Goal**

The Wellness program will focus on improving the well-being and productivity of all employees through enhancement of all aspects of health. The program seeks to increase awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors and to provide opportunities and an environment to foster positive lifestyle changes. In addition to the benefits for employees, positive benefits are likely to accrue to the families of employees. WSU Tech will benefit from lower employee health care costs and happier, more productive employees.

Working Well initiatives are intended to address the primary components of a healthy lifestyle including healthy eating, physical activity, tobacco/nicotine cessation, and stress management. Wellness activities are open to all employees; however participation in some activities may require Supervisor approval. While employee participation is encouraged, it is completely voluntary.

Because the program is intended to improve the health and well-being of all employees, employee needs and interests will be considered in the planning and design of wellness activities. Activities could include, but are not limited to, educational campaigns, participation in wellness-related activities, health fairs, and health-related programming (e.g., physical activity, stress management, smoking/nicotine cessation, or healthy eating).

Because WSU Tech leadership believes strongly that there is a correlation between wellness/health awareness and insurance experience ratings, beginning in fiscal year 2016 WSU Tech will introduce "Working Well", with requirements and activities tied to employee medical insurance premiums.

**WSU Tech's commitment:**

- ◆ Ensure healthy food item choices are available at all college sponsored meetings and events.
- ◆ Strive to promote physical activity breaks and encourage employees to participate in these “moving breaks” daily.
- ◆ Meetings held on campus lasting more than 2 hours will include a physical activity or stretch break of at least three (3) minutes for every hour of sitting time. Providing physical activity opportunities during meetings helps participants stay alert and focused.
- ◆ Offer diverse opportunities to employees that foster well-being.

**Wellness Committee:** WSU Tech has established a Wellness Committee to promote the Working Well initiative. The Committee is a team of employees that meet formally and have identified goals, objectives and activities to encourage healthy behaviors at the workplace, advocate for policy changes, and a create health-friendly work environment. The Wellness Committee is comprised of employees who represent a cross section of the employee population.