

# Supportive Policies, Benefits, and Environmental Supports

## Physical Activity

- € Clean and well lit stairwells accessible to employees
- € Point of decision prompts at key points in the building to promote stair usage
- € Point of decision prompts in parking lot to promote parking further from the office
- € Bike racks or secured bike parking at the workplace to encourage biking to work
- € Gym reimbursement
- € Onsite fitness classes and/or activities
- € Onsite fitness facility and/or locker rooms
- € Work-sponsored fitness club or walking group
- € Promote walking inside the building or outside the building
- € Promote biking or walking to work as alternative transportation mode
- € Promote physical activity outside of work
- € Provide a designated space for employees to take a break away from their workspace
- € Flex time policy or time during the workday to encourage physical activity
- € Incentives for joining a gym/fitness facility
- € “Walking meetings”
- € Encourage standing/stretching/activity breaks at least once per hour of sitting time
- € Company team for community events focused on health
- € Provide incentive for employees to participate in physical activity on their own time
- € Access to physical activity
- € Walking trails/paths or obstacle course
- € Connection to alternative transportation
- € Connectivity to safe walking environments
- € Promotion of multi-week internal physical activity challenges
- € Promotion of community events involving physical activity

## Healthy Eating

- € Healthy vending
- € Healthy food served at company meetings
- € Onsite farmer’s market or fresh produce
- € Healthy meeting policy
- € Provision of amenities and healthy food in the break room (refrigerators, healthy cafeteria options, refrigerated vending, microwave)
- € Weight management class reimbursement or onsite classes
- € Price pointing food in vending and cafeteria
- € Company-sponsored multi-week healthy nutrition program(s)

### **Tobacco Cessation**

- € Tobacco-free campus
- € Tobacco cessation payment or reimbursement
- € No tobacco use while on company time
- € Pharmacology benefit or coverage for cessation medication including over-the-counter medication
- € No tobacco use in company vehicles

### **Mental Health and Stress Management**

- € Employee Assistance Program (EAP)
- € Mental health coverage in benefit plan
- € Flexible work arrangement
- € Relaxation room or designated relaxation area
- € Financial wellness services
- € Stress management education
- € Onsite relaxation classes such as yoga or meditation
- € Work-life balance programs
- € Time management programs
- € Tuition reimbursement or continuing education
- € Train supervisors how to communicate with employees regarding mental health concerns
- € Casual day policy
- € Team building exercises
- € Employee recognition program

### **Preventive Services and Medical Self-Care**

- € Health insurance or subsidy
- € Preventive care or screening leave or paid time off
- € Full coverage for recommended cancer screenings (breast, cervical, colon, and/or other gender and age-specific screenings)
- € Onsite screening or medical services
- € Sick leave
- € Family leave
- € FMLA
- € Well days off
- € Business continuity plan for illness
- € Incentives for preventive screening
- € Self-care program
- € Medical flex plan
- € Health retirement account
- € Health savings account
- € Adult immunization coverage in health insurance plan or provided at company expense

### **Safety and Injury Prevention**

- € Ergonomics assessment
- € Safe driving policy including seatbelt usage
- € Cell phone policy
- € Return to work policy
- € Personal protective equipment
- € Criminal background check
- € First responder/first aid team
- € Onsite AED
- € Alcohol and drug policy or alcohol and drug testing
- € Integrated safety and wellness programs

### **Healthy Mothers and Healthy Babies**

- € Lactation room
- € Release time to use the lactation room
- € Prenatal care coverage under benefit plan
- € Child care flex plan
- € Educational resources provided to pregnant mothers
- € Well-child check and childhood immunization coverage under benefit plan