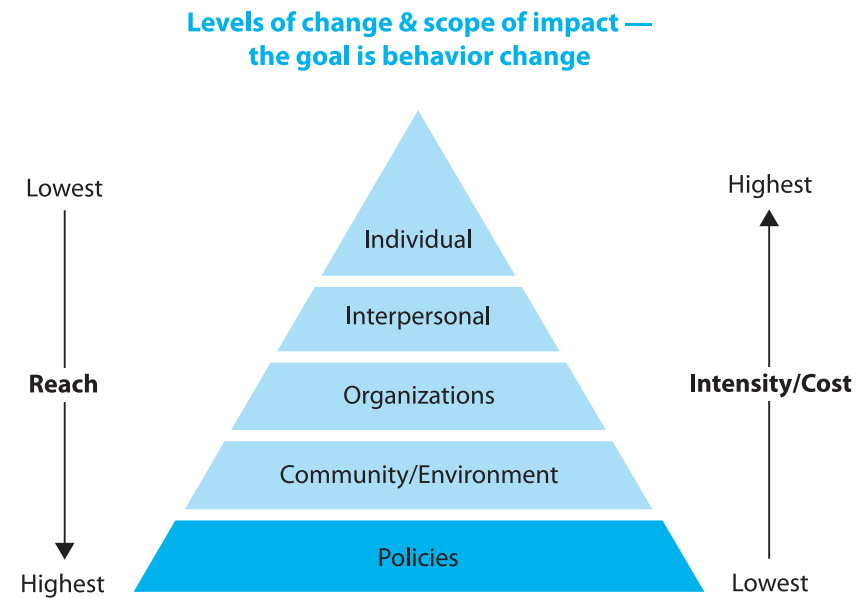


Ways to Create a Supportive Environment

- Make healthy decisions the norm.
- Implement policies that encourage positive behavior change, e.g., a policy that provides breaks to breastfeeding mothers.
- Create policy and worksite environmental changes that require the lowest amount of resources and reach the greatest number of people.



Cultural Support Components

The cultural support components of an employer-sponsored wellness program are:

Leadership

- Leadership endorses and supports the wellness program.
- Leadership is involved in employee communications, creating incentives and other aspects of the program, and creating a corporate vision/mission statement that acknowledges the value of a healthy workplace culture.

Champions

- A wellness committee, champion and/or ambassador approach is implemented to help to design and advance the wellness program throughout the organization.
- An organized network of employees serving as wellness champions, a wellness committee with representatives from across the organization and volunteers who support wellness events are identified.

Environment

- A physical work environment supports employee engagement in healthy lifestyle behaviors and emphasizes safety. Examples include providing healthy food options, fitness centers, walking paths and lactation rooms.

Policies

- Organizational policies support a healthy workplace. Examples include tobacco-free workplace/campus, flex-time to participate in wellness programs or to exercise, and healthy food options in vending machines, cafeterias and meetings.

Health benefits

- Coverage and access is offered or available for preventive services, and for acute and chronic health care services for all individuals. Examples include 24/7 access to nurse hotline, preventative health care coverage, and disease management class offering.

Safety & Employee Assistance Programs

Consider integrating safety and employee assistance programs into your wellness program. Below is an example of how worksite health promotion, occupational health and safety programs, and employee assistance programs can be integrated to maximize employee wellness.

