

Worksite Wellness

EASY STEPS TO CREATING A HEALTHY WORKPLACE



Businesses play an important role in promoting health and reducing the risk of chronic disease. Over 60 percent of Vermont adults employed outside the home are either overweight or obese, and over half have at least one chronic condition.

KEY STRATEGIES FOR WORKSITE WELLNESS

1. **Promote healthy food choices at the workplace**
 - Provide healthy vending machines and cafeteria choices.
 - Offer healthy meeting policies.
 - Support local food initiatives.
2. **Go tobacco-free**
 - Create a campus-wide tobacco-free policy.
 - Support tobacco cessation efforts.
3. **Help employees to get 30 minutes of physical activity a day**
 - Provide on-site bike racks, fitness space, showers, locker rooms, inviting stairwells or walking paths.
 - Try walking meetings, when appropriate.
4. **Establish breastfeeding policies**
 - Identify a clean and private space to help support nursing mothers.
5. **Promote preventative care**
 - Support annual physicals, cancer screenings and dental cleanings.
6. **Promote the emotional well-being of employees**
 - Provide training on workplace policies to support mental health, including recognizing signs of distress.
 - Provide stress-reduction activities at the workplace.

FINANCIAL BURDEN OF CHRONIC DISEASES

Chronic disease places a significant financial burden on employers in health care costs and lost productivity. Worksite wellness programs help improve the bottom line. On average, employers with worksite health promotion programs see:

- 27% reduction in sick leave absenteeism.
- 26% reduction in health costs.
- 32% decrease in workers' compensation and disability claims.
- Average savings of \$5.81 for each dollar spent on wellness.

“Having employee-driven wellbeing initiatives has had a tremendous positive impact on morale and camaraderie.”

MORE RESOURCES

Visit healthvermont.gov/3-4-50 for more resources, including:

Creating a Healthier Worksite Toolkit.