

Supportive Environments

9 Steps To Creating A Supportive, Health-Promoting Environment

Increase physical activity

Trails around campuses, fitness centers onsite, time built into day for walking, company sponsored events to promote physical activity, reimbursement at fitness centers/visits per month

Reduce tobacco use

Clean indoor air policies, smoking cessation programming, support groups, mentoring (peer to peer), prohibiting the hiring of tobacco users

Promote better nutrition

Cafeteria options, vending options, business sponsored pot-lucks / parties / meetings & functions, fast food guides to employees

Improve workstation ergonomics

Onsite evaluations of workstations including desk/heating/lighting

Reduce unintended on-the-job injuries

Safety policies/education programs

Extinguish the use of alcohol and other drugs

Onsite policies, drug testing, pre-employment testing, EAPs

Better manage and reduce job-related stress

Clear expectations of employee set forth by employer, provision of the right tools, coaching/mentoring opportunities, EAPs

Increase participation among all employees including shift workers and those located at remote sites

Time during workday for wellness activities, applicable to all shifts and remote sites

Maintain organizational benefits that protect and promote good health among all employees

Health insurance, disability protection, life insurance, sick/PTO, job sharing, flex time, work at home/teleconference, maternity leave, childcare, EAP, tuition reimbursement, retirement plans

Sources:

Wellness Councils of America, 2005, www.welcoa.org

“Policies, Practices, and Promotions,” David Hunnicutt, PhD, 2007, www.welcoa.org.

<http://www.welcoa.org/wellworkplace/index.php?category=16>

