

HEAL Cities and Towns Campaign

Examples of HEAL 'Healthy Workplace' Policies

HEALTHY WORKPLACE

As employers, cities and towns have many reasons to enhance workplace wellness, from increased morale and alertness to fewer sick days and a positive impact on health care costs. Municipalities can use personnel and workplace policies to create environments that support employees in eating healthier and becoming more physically active.

Across Colorado, obesity increasingly weighs on our businesses and affects their bottom lines. In fact, Colorado spent \$1.637 billion treating diseases and conditions related to obesity in 2009. But the impact to employers goes well beyond healthcare costs. A significant percentage of the total cost of poor employee health results from absenteeism and reduced employee performance on the job. U.S. businesses experience \$4.3 billion in annual losses because of obesity-related job absenteeism.

Employee Wellness Policies

Craft policies focused on improved employee wellness.

Access to Physical Activity

Promote employee health by adopting policies around active work breaks and promoting simple ways to incorporate physical activity into employees' workdays.

Access to Healthy Food and Beverages

Create an environment to support healthy choices by instituting food and beverage guidelines, practices and policies, especially around meetings and vending.

Healthy Meetings

Make the healthy choice the easy choice at all municipal gatherings by adopting a healthy meeting policy.

Breastfeeding Accommodations for Employees

Support breastfeeding accommodations for employees because breastfed babies have less illness, and support for breastfeeding mothers results in reduced employee absenteeism to care for ill children, along with improved employee productivity and higher morale.

