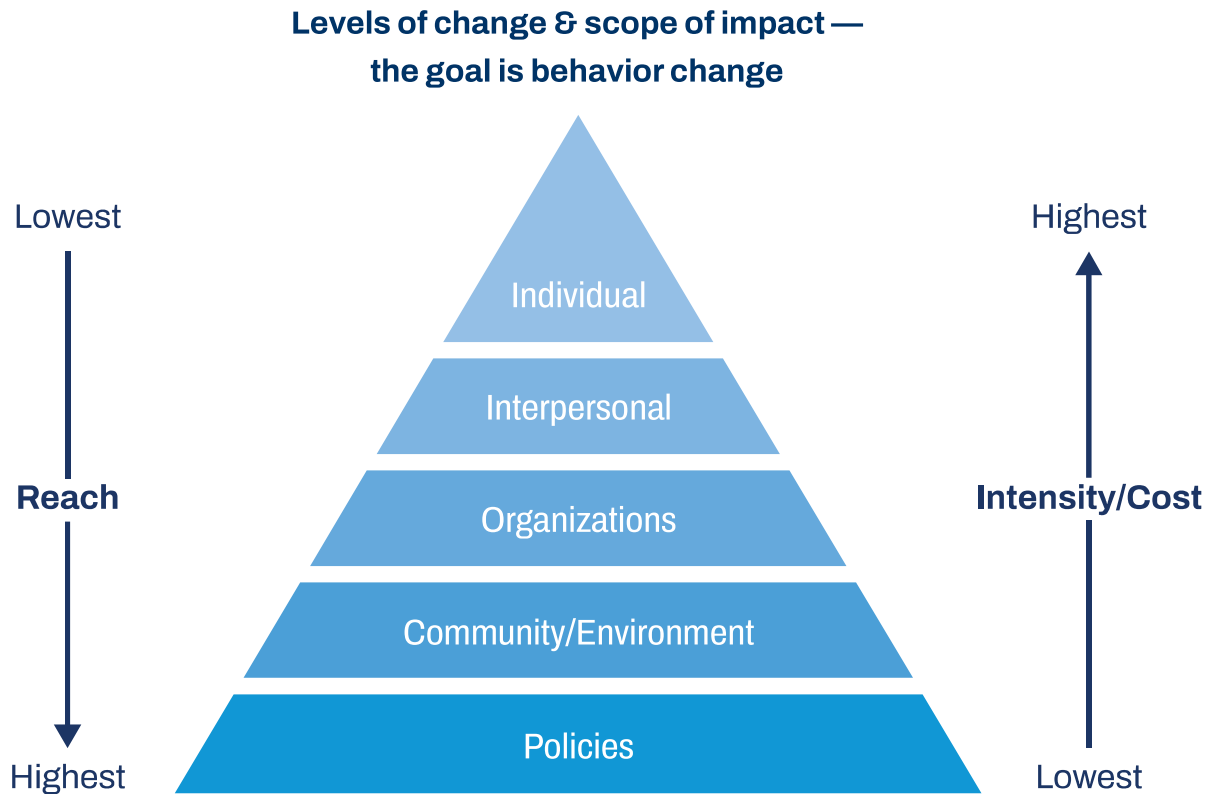


Ways to Create a Supportive Environment

- Make health-promoting decisions the norm.
- Implement policies that encourage positive behavior change, e.g., a policy that provides breaks to lactating employees.
- Create policy and worksite environmental changes that require the least number 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 supportive, health-promoting worksite culture.

Champions

- A wellness committee, champion and/or ambassador approach is implemented to help 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 work environment supports employee engagement in healthy lifestyle behaviors and supporting the whole person at work. Examples include providing nourishing food options, opportunities to socialize with colleagues, and lactation rooms.

Policies

- Organizational policies support a healthy worksite. Examples include tobacco- and vape-free campus, flextime to participate in wellness programs or attend to caregiving responsibilities, evidence-based chronic condition prevention and self-management programs, and access to healthy food options.

Health benefits

- Coverage and access are offered or available for preventive services, and for acute and chronic healthcare services for all employees. Examples include 24/7 access to a nurse hotline, preventive healthcare coverage, and chronic condition self-management classes.