



Employee Wellness Program #1705.016

INITIAL EFFECTIVE DATE: August 17, 2016	LAST REVISION DATE: May 7, 2025	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT Division of Human Resources Benefits Administration
---	---	---

POLICY STATEMENT

The Employee Wellness Program provides wellness resources to all employees of the university in four primary areas concerning healthy lifestyle: healthy eating, physical activity, tobacco cessation, and stress management. Wellness activities are open to all employees. While employee participation is encouraged, it is completely voluntary. If an activity is offered during regular working hours (outside of lunch period), employee must obtain approval to attend. Because the program is intended to improve the health and well-being of all employees, employee needs, and interest will be considered in the planning and design of wellness activities.

Florida International University will provide a healthy workplace by:

1. Providing a healthy and ergonomic work environment.
2. Facilitating employees’ own efforts to make improvement in their health practices.
3. Providing an environment supportive of employees’ well-being.
4. Developing the personal resources (knowledge, skill, and ability) of employees to help them cope and deal with the social and work aspects of their lives.
5. Reducing and managing stress.
6. Enhancing employee’s sense of influence over their work and their lives.

SCOPE

The wellness resources are available, on a voluntary basis, to all faculty and staff.

REASON FOR POLICY

To provide guidance on increased awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors and to provide opportunities and a supportive environment consistent with the University’s efforts toward work/life balance in keeping with the best practices in the area of Wellness programs as well as meet the high standards of the Wellness Council of America and the Florida Department of Health. The



program is also in accordance with FIU BeyondPossible 2020 Strategic Priorities of service excellence for all staff, and to foster a campus culture where innovation thrives and contributes to real-world solutions for real-world issues.

DEFINITIONS	
TERM	DEFINITIONS
N/A	N/A

ROLES AND RESPONSIBILITIES

It is the University’s objective, through a collaborative effort of all FIU community members, to promote awareness, improve access, and encourage active participation in various well-being programs. It is the desire of the University that the university community will take advantage of these programs.

RELATED RESOURCES

N/A

CONTACTS

Florida International University
Division of Human Resources
Benefits Administration, PC 224
Miami, FL 33199
Telephone: 305-348-4181
Email: benefits@fiu.edu

HISTORY

Initial Effective Date: August 17, 2016
Review Dates (*review performed, no updates*): N/A
Revision Dates (*updates made to document*): March 31, 2021; February 12, 2024; May 7, 2025.