



[Banner below indicates who needs to review policy. Most common example: University Community (faculty, staff and students)]

***University Staff/American Federation of State, County
and Municipal Employees AFL-CIO (AFSCME)***

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
Employee Wellness Program	June 2, 2017	1725.039

POLICY STATEMENT (R*)

The Employee Wellness Program provides wellness resources to all employees of the University in four primary areas concerning healthy lifestyles; healthy eating, physical activity, tobacco cessation, and stress management. Wellness activities are open to all employees. While employee participation is encouraged, it is 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 interests will be considered in the planning and design of the 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 improvements 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; and
6. Enhancing employees’ sense of influence over their work and their lives.

REASON FOR POLICY (O*)

To provide guidance and 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 American and the Florida Department of Health. The program is also in accordance with FIU BeyondPossible2020 Strategic Priorities of service excellence for all staff, and to foster a campus cultures where innovation thrives and contributes to real-world issues.

HISTORY (R*)

Adopted June 2, 2017.

RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)

Division of Human Resources
Florida International University

RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)

Benefits Administration
Division of Human Resources
11200 S.W. Eighth Street, PC 224
Miami, Florida, 33199
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