

724 Workplace Wellness Policy

Effective Date: 10/26/2021

Revision Date: 10/26/2021

Purpose

The Agency places a high value on the health and wellbeing of its employees, volunteers, vendors, and members of the communities served. The Agency understands and supports the Four Dimensions of Wellness including Emotional, Physical, Social, and Spiritual.

Policy

As an employer, the Agency endeavors to create a positive environment in all the dimensions. Where possible, the Agency takes a role in any dimension of wellness where improvement to the lives of employees is a central objective.

The Agency participates in programs which promote wellness in each of the dimensions when possible, reasonable, allowable, and practical.

Emotional Wellness

The Agency promotes strong emotional and mental health advocacy and practices throughout the workforce. Adapting to change and handling stress is a primary focus.

Physical Wellness

The Agency strives to create a safe working environment, free of infection and transmission of disease. Every strategy is considered to protect our employees, the people we serve, and the community from infectious diseases.

To accomplish the purpose of this policy, the Agency may require employees to show proof of receipt of certain inoculations, vaccinations and/or immunizations. The Agency may also require the use of personal protection equipment such as masks, shields, gowns, or gloves.

Additionally, the Agency may require visitors, vendors, or volunteers who are present at certain locations to also show proof of inoculations, vaccinations, and/or immunizations where required.

The Agency will be guided by federal regulations, state laws, Presidential and Gubernatorial executive orders, CDC guidance, health department guidelines, and funding source contractual rules. Supremacy rules apply when state and federal rules or laws conflict.

The Agency also understands the value of physical fitness. Through various wellness programs, the Agency promotes healthy eating, fitness, exercise, and avoidance of unhealthy practices.

The Agency also promotes relationships with health professionals in every household.

Social Wellness

The Agency is sensitive to the nature of relationships humans have and how they interact with others. Offering support during difficult times, building healthy relationships, and fostering a genuine connection with fellow workers is a cognitive focus of the Human Resources philosophy at the Agency.

Spiritual Wellness

The Agency supports the expanding sense of purpose and meaning, both in the workplace and life in general. Guidance toward good morals and ethics are available to the workforce.