

Live Well Workplaces ~Action Steps Menu



What is Health in All Policies (HiAP)? HiAP is a collaborative approach to improving the health of all by considering the health implications of public policies across sectors. *Live Well Allegheny* focuses on the health factors that impact chronic disease: physical inactivity, poor nutrition, and tobacco use. For more information, please visit the American Public Health Association [website](#).

How can Live Well Workplaces use the HiAP framework? Workplaces can implement policies and programs that surround their residents with healthy choices. Provided below is a list of action steps and local examples that can serve as a guide for next steps.

General Resources:

- CDC Worksite Health [ScoreCard](#) & Health Promotion [Model](#)
- American Heart Association, [Workplace Health Solutions](#)
- Workplace Health Research Network, Employer [Guide](#)
- California Fit Business [Kit](#)

Tobacco

- Develop more comprehensive tobacco prevention and control policies
 - Allegheny County Health Department, available upon request
 - Department of Health, Worksite Tobacco [Index](#)
- Add electronic cigarette language to your smoking policies
 - [Sample Policy](#), American Lung Association
- Promote and/or provide incentive to employees to use tobacco cessation resources
 - [Tobacco Free Allegheny](#)
 - Pennsylvania Free [Quitline](#): 1-800-Quit-Now

Physical Activity

Resources

- CDC Physical Activity [Resources](#)

Potential Action Steps:

- Provide opportunities for physical activity at the workplace (such as fitness programs, exercise classes, showers and changing rooms, walking groups, supporting sport clubs and industrial competitions)
- Locate safe and accessible outdoor walking or running paths and trails, map a safe walking route starting and ending from the workplace or in vicinity
- Encourage active commuting and provide access to bicycle storage area in safe, convenient location
- Discourage car use (i.e. provide coverage for public transportation rather than parking)
- Offer employee flexible work hours to allow for opportunities for physical or wellness activity before, during, after work, and lunch breaks
- Negotiate health-club discounts or provide subsidized membership at local fitness centers, programs such as Weight Watchers

- Create and sponsor employee athletic teams and activities
- Incorporate physical activity in the work day (i.e. walking meetings, stretching and physical activity breaks, set up walking/running/fitness club, visible prompts for stair use, provide standing/walking desks)
- Promote weight-loss competitions, group challenges, team relays, walking events, marathon competitions

Healthy Eating

- Institute a healthy food policy requiring healthy food and drink options at company meetings, functions, and events
 - [National Alliance for Nutrition and Activity \(NANA\)](#)
- Provide healthy cafeteria options with foods/snacks such as fresh fruit and vegetables for purchase; provide nutrition labels
 - American Heart Association, Healthy Food and Beverage [toolkit](#)
- Ensure healthy food options in vending machines
 - National Alliance for Nutrition & Activity [guide](#)
- Provide access to water fountain or dispenser
- Provide space for or create workplace garden(s) that employees can build and maintain
 - YMCA of Greater Pittsburgh – 7 garden [sites](#)

Preventative Care

Resources:

- Cigna Wellness Program & Incentive [Guide](#)

Potential Action Steps:

- Create an Employee Wellness Committee that has ongoing leadership support and participation as well as representatives from various programs or departments
- Use financial incentives such as reduction in insurance premiums, gift cards, cash, prizes, extra vacation days to encourage participation in health improvement activities such as giving up tobacco, weight loss, regular physical activity, and increased consumption of fruits and vegetables
- Provide or insure that your employees have access to comprehensive health insurance that includes dental and eye care as well as preventive care without co-pays
- Offer health screenings for biometrics (i.e. BMI, blood pressure, cholesterol)
- Make available health and wellness educational resources to employees via printed materials, direct mail, electronic correspondence, posters, bulletin boards on topics such as physical activity, improved nutrition, and tobacco cessation
- Highlight success stories of employees who have successfully quit smoking, lost weight, or achieved health goals
 - Alliance for a Healthier General, [Employee Wellness Newsletter](#)