

Employee Wellness Program Policy

[Name of the Company](#) wants employees to have access to personalized wellness plans and wellness resources. We believe a wellness program has many benefits, and this policy explains employees' rights and the advantages they can get from it.

Purpose

This policy describes the wellness initiatives the company takes to promote employee health. Through it, we aim to help strengthen employees' immune systems and build a happier, healthier workplace.

Scope

This policy applies to all employees.

Definition

Wellness resources include any information, facility, activity, advice, equipment or membership that supports employee health and fitness. Health here can be physical, emotional or psychological.

Employee Wellness Program

We aim to help employees reach their goals of becoming healthier. Programs may include help with losing weight, managing stress, quitting smoking, improving physical health and building stamina, and the list is not limited to these.

We are willing to support any result that improves our employees' health.

We offer training and courses that help prevent workplace accidents and encourage correct use of equipment on the job.

We provide the following wellness resources:

- [Slumber room](#)
- [Yoga room/classes](#)
- [Gym membership](#)
- [Nutritious snacks and drinks](#)
- [Fitness activities](#)
- [Stress management seminars](#)
- [Availability of a wellness coach](#)
- [Health information classes](#)

Employees have ready access to resources like the slumber room and snacks. To use the others, such as a gym membership or a personal fitness plan, employees should contact [HR or wellness committee](#).

Wellness Incentives

To encourage employees to join the wellness programs, we offer wellness incentives. Employees are rewarded for reaching the wellness objectives in their custom wellness plan. Incentives can take the form of:

- [Cash](#)
- [Reductions in premium payments](#)
- [Time off](#)
- [Other gifts and awards](#)

Employees with Disabilities

We have made reasonable adjustments so that employees with disabilities have equal and uninterrupted access to the wellness program.

To help employees with disabilities follow a suitable wellness plan, our HR team will consult wellness experts and physicians.

The same provisions apply to employees who cannot take part in specific wellness activities because of pregnancy, age or other reasons.

Responsibilities of the Team Leader

Along with the HR department, team leaders communicate wellness initiatives to their team members. They should explain which wellness programs are available, how and when to use them, and who to contact for more details.

Team leaders are encouraged to urge their team members to use the wellness programs and resources, and to be open to talking about any concerns.