
Policy: Campus Wellness Program

Policy No: 3.32

Approved: Board of Trustees April 2020

Purpose

The purpose of the SUNY Sullivan Wellness Program is to enhance the physical, emotional, and intellectual health of our employees and students by developing awareness through education and voluntary onsite health related programming, as well as by connecting employees/students to external resources through our benefits programs out of Human Resources and Student Activities. Our goal is to create a culture of health that increases individual self-efficacy around personal wellness. This will ultimately improve employee/student morale, well-being and happiness, while concurrently lowering overall health care costs and improving productivity for our entire college community. Studies have shown that institutions that offer a wellness program have many benefits which may include,

- Bolster employees' and students' morale and commitment to the college by showing administration cares about their well-being
- Help employees/students better manage their time and stress
- Assist in employee recruitment and retention
- Improved productivity
- Decreased absenteeism and healthcare costs

Goals and Objectives

The SUNY Sullivan Wellness Program has several goals,

- To increase Health Awareness and Education through,
 - Disease Management Resources
 - Seminars and Classes
 - Blood pressure screenings
 - Biometric screenings
- To increase nutritional knowledge through cooking and nutrition classes and by providing information on healthy eating options in the school cafeteria as well as nearby restaurants and through the promotion of our community gardens.
- To provide wellness and fitness classes that encourage employees and students to be active
- To promote a Tobacco-free Campus

Our wellness program objectives are to increase health and wellness, boost morale, decrease absenteeism among students and employees and promote a sustainable lifestyle. We will measure these objectives for employees by collaborating with HR to measure progress through claims experience data provided through our health insurance, as well as through employee surveys. We will measure these objectives for students through data provided by the Health Services office and by collaborating with Student Activities to create data through student surveys.

Participation

- Participation is voluntary; employees and students may pick and choose activities as desired.
- We encourage employee/student participation in offering wellness activities to the campus community.
- Some programs and activities could have nominal costs associated with participation.
- Activities will be offered primarily during non-work hours such as lunch or before or after business hours. Participation in activities offered during business hours must have the approval of supervisor and time spent participating in the activity must be made up with working hours. Participation in an activity may not be in lieu of work.
- Incentives will be offered to reward participation in wellness activities when available. All incentives will be offered in accordance with NY state ethics guidelines. No incentive should include additional benefit time or monetary reward and should not be contrary to a Collective Bargaining Agreement.

Liability

Participation in wellness activities is voluntary and the College is not liable for injuries sustained to employees or students during their participation in these activities. **Please note that before embarking on any physical activity program at the College employees should receive medical clearance from their physician. Health Waiver forms may be required for certain activities.**