

Category: 7000 Personnel	Policy Number: 7497
Policy Title: Wellness - Staff	Effective Date: March 18, 2009

Snake River School District is committed to providing opportunities for district employees to improve their quality of life through health education and health-related activities. These opportunities should encourage the staff to pursue a healthy lifestyle that contributes to their job performance and satisfaction. As a result of staff wellness efforts, the district hopes to see reduced health care costs, lower absenteeism rates, decreased Worker's Compensation and Disability claims and increased employee productivity and retention. In addition to the benefits for employees, positive benefits are likely to result in better health for the students, their families and the community.

All employees are expected to comply with the district's safety and health policies, to help achieve and maintain a safe and healthy work environment and to ensure compliance with the district's policies for a drug-free workplace, non-discrimination, and protection from harassment.

Designation of space for wellness activities in district buildings, including exercise, is permissible and encouraged. The district Safety Committee and maintenance staff should be involved in development of safety and maintenance guidelines for wellness areas. It is recommended that any fitness equipment, new or used, should be examined by a technician prior to its use to ensure that it is functioning correctly and equipment should receive regular maintenance. It is also required that directions for the safe use of this equipment be posted.

Participation in wellness activities is voluntary and, therefore, the district is not liable for injuries sustained to employees during their participation in these activities. Signs should be posted in exercise areas reminding employees and students that any unsafe conditions should be reported immediately to the building principal and/or the supervising adult.

No wellness program or activity that involves or requires organized or systematic physical exercise may be implemented or conducted during normal working hours. This does not preclude employees from participating in such activities during their scheduled breaks, lunches and before or after work. The district should ensure that vendors providing wellness programs or services to employees have the recognized qualifications to provide such programs. Employees paid directly by other employees to provide occasional wellness classes during non-work hours are not considered as engaged in secondary employment.

The district will offer nutritious meals, served in a courteous manner, in a sanitary and pleasant environment. Appropriate accommodations for food preparation and storage (e.g. sinks, refrigerators, microwaves) in designated areas are encouraged to support employees in bringing healthy lunches and snacks to work.

The school district will make information about wellness education, nutritious foods, fitness, safety, stress management, employee counseling, and healthy lifestyle choices available. Managers and supervisors may participate in training for management skills to reduce conflict and stress in the workplace.

- References:** Policy 7390, "Workman's Compensation"
Policy 7425, "Drug Free Workplace"
Policy 7435, "Harassment/Sexual Intimidation in Workplace"
Policy 7460, "Safety Precautions for Exposure to Blood & Other Infectious Materials"
Policy 8445, "Communicable Diseases & Life Threatening Illnesses"