

# **Sustainable Worksite Practices**

Tompkins County



## **Environment Strategies:**

**5 ways** to ensure that healthy choices are easy, accepted, & supported.

- 1) Adopt policies to increase access to physical activity.**
  - a) Support for gym memberships for employees and their families, *such as*
    - Agreements with health clubs or gyms for employee discounted memberships
    - Employer subsidized gym memberships
    - Health insurance benefit for gym memberships (e.g., Healthy Rewards programs)
  - b) Create on-site, sustainable physical activity facilities, *such as*
    - Onsite exercise facilities and/or shower and changing facilities
    - Open space designated for recreation or physical activity (e.g., basketball hoop, walking trails or designated routes)
  - c) Create on-site, sustainable physical activity programs, *such as*
    - Supports for recreation or physical activity onsite or in immediate nearby community (e.g., walking maps for surrounding area, stretching and desk exercise guides)
    - Organized onsite physical activity programs (e.g., regular stretching breaks throughout the day or during meetings, walking groups, yoga or exercise program)
  
- 2) Adopt comprehensive food purchasing policies to ensure cafeteria meals, refreshments, and vending machines include healthy and sustainable choices.**
  - Adopt NYSDOH healthy meeting guidelines
  - Nutrition labeling at point of purchase
  - Pricing policies that discount healthy food or increase price of unhealthy food
  - Increasing healthful vending machine or cafeteria options
  - Policy for healthful options at company-sponsored events
  
- 3) Establish on-site sale of produce, such as farmers markets or community supported agriculture (CSA).**
  - Establish means for fresh fruits or vegetables to be sold or distributed on-site
  - Promote buying groups for CSA shares
  - Promote nearby farmers markets or stands
  
- 4) Promote stair use by increasing access to clean, safe stairwells.**
  - Post signs that encourage use of stairs
  - Improve lighting, visibility and other safety measures
  
- 5) Adopt flex-time polices that allow employees to fit physical activity into workdays.**
  - Flexible time schedules may be arranged for meal times
  - Flexible options for off site walks during shorter breaks



### **Activity-oriented Strategies:**

**6 ways** to provide a wide range of information and activities that are generally valued by most employees and assist employees in changing behavior.

- 1) Increase use of voluntary biometric testing with appropriate referral to their primary health care provider.**
  - Free or subsidized voluntary risk factor screening with feedback and/ or clinical referral for tobacco, blood pressure, pre-diabetes, BMI, cholesterol screening, or other
  
- 2) Facilitate weight management programs at the worksite.**
  - Free or subsidized lifestyle self-management programs that include advice or tools on weight management (e.g. programs by vendor, community-based, onsite, or other practitioners)
  
- 3) Facilitate smoking cessation programs at the worksite.**
  - Referral to tobacco cessation telephone quit lines or other community-based programs
  
- 4) Increase workplace lactation support using the Business Case for Breastfeeding toolkit.**
  - Provide an accessible, clean, private place where breastfeeding mothers can express or pump milk
  - Have refrigerator space available for the storage of expressed/ pumped breast milk
  - Adopt a policy allowing paid or unpaid time during the workday for breastfeeding mothers to express or pump milk, etc.
  - Provide free or subsidized resources and services for breastfeeding employees, such as lactation consultants, breast pumps, and other breastfeeding supplies
  
- 5) Increase use of incentives and supports for alternative forms of transportation to and from work, such as walking, biking, or taking public transportation.**
  - Encouraging biking or walking to work
  - Offer incentives for alternatives to driving to work such as walking, car pooling, mass transit (e.g., Tompkins County Way2Go)
  - Providing safe, secure and convenient bicycle parking, storage for staff and visitors
  - Promote existing bicycle lanes and sidewalks that are available on roadways leading to the place of business
  
- 6) Modify health plan benefit design so preventive health services are part of health insurance coverage.**
  - Tobacco cessation counseling and nicotine replacement therapy
  - Obesity counseling



### **Results-oriented Strategies:**

**3 ways** to reduce selected health risks and improve management of health conditions. Results-oriented strategies are often personal and proactive.

- 1) Increase use of incentives for employee participation in Health Risk Assessments (HRA),**
  - with individual risk factor follow-up education and appropriate referral
  
- 2) Increase use of telephone, web-based or in-person health coaching,**
  - to improve individual skills development and guide employees to adopt healthier lifestyles
  
- 3) Increase use of incentives for completion of steps for reducing risk behaviors or for achieving certain objective standards,**
  - such as being tobacco smoke-free for six months, or having blood pressure below a certain level