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POLICY AND PROCEDURE	
SUBJECT/TITLE:	Employee Wellness Policy
DISTRIBUTED TO:	All Employees
HEALTH COMMISSIONER	Michael E. Martin, M.D.
BOARD APPROVAL DATE:	02/14/2020
REVIEW FREQUENCY:	5 years
BOARD APPROVAL DATE:	N/A
REFERENCE NUMBER:	G-4

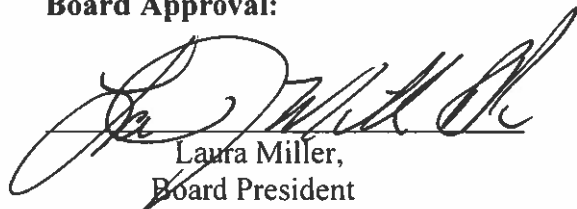
**Purpose:**

The purpose of the policy is to create and maintain an organizational culture of wellness that encourages healthy behaviors both at work and off the clock. Due to the acknowledged hazards of sedentary lifestyle, poor nutrition, and ingestion of tobacco products, it is the responsibility of the Scioto County Health Department to initiate a wellness policy aimed at improving outcomes of its employees. Wellness programs are known to be beneficial for both employees and worksites through increasing productivity, decreasing medical insurance costs, and enhancing quality of life. As a lead entity in Scioto County for public health and wellness, it is the assumed responsibility of the SCHD to set an example of employee wellness for the community. This policy intends to promote changes to lifestyles through taking preventive action.

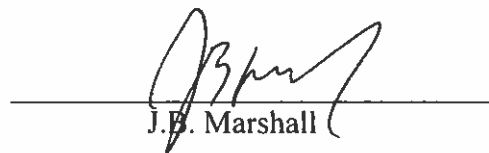
**Policy:**

The foundation of this policy will be nutrition, physical activity, and tobacco free life style. SCHD will implement the Water First initiative into our worksite to encourage consumption of water. Promoting water over unhealthy beverages such as pop, energy drinks or juices is important for improving nutrition by decreasing daily ingestion of sugar. Daily physical activity will be encouraged for all staff members during their breaks. Upon availability of nursing staff, measurement and recording of height, weight, BMI, and blood pressure shall be available for employees in order to promote preventive health behaviors. To discourage tobacco use, the SCHD has a tobacco free indoor policy following the Ohio Revised Code 3794. All employees have access to the Tobacco quit line 1-800-QUIT-NOW (1-800-784-8669) and Southern Ohio Medical Center's tobacco cessation program. Also, full time employees who take the health insurance can receive annual health screenings, one on one health coach and financial incentives, if they choose. By setting a good standard of commitment to employees' health and wellness, the Scioto County Health Department hopes to be a champion of health for the surrounding communities of Scioto County.

**Board Approval:**

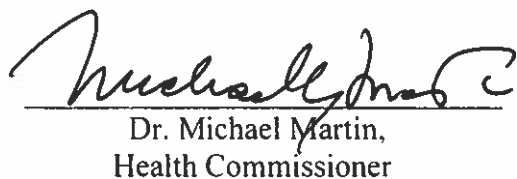


Laura Miller,  
Board President

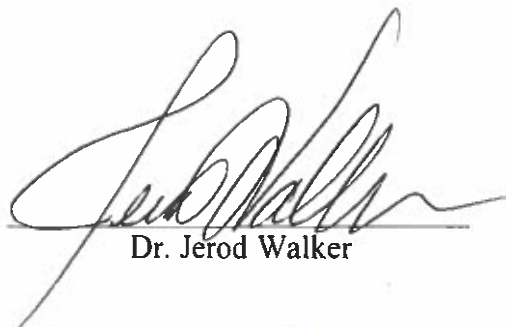


J.B. Marshall

Sean Sturgill



Dr. Michael Martin,  
Health Commissioner



Dr. Jerod Walker



Dr. Crystal Sherman

Date: 2-14-2020