



Early Intervention...a Pathway to Success

WORKSITE WELLNESS POLICY

The mission of Children's Nurturing Project is to promote healthy parent-child relationships by providing mental health and developmental services and community education. As such, it is the culture of Children's Nurturing Project to provide a supportive work environment that promotes the optimal health and well-being of its employees. As part of our commitment to improve the health of our workforce and create a healthier work environment, Children's Nurturing Project recognizes the need to provide access to healthy eating and drinking options, physical activity opportunities, breastfeeding accommodations, as well as encourage employees to lead a tobacco free lifestyle. Children's Nurturing Project will strive to be a role model for other organizations and partner agencies in implementing worksite wellness programs.

To promote a healthier workplace, Children's Nurturing Project commits to the following wellness standards for its employees:

Food and Beverages Provided At Work, Meetings, and Events:

***100% Healthy Beverage Standards:**

- **Access to free, safe drinking water**

Require that there is access to free, safe drinking water wherever beverages are offered and/or sold. At meetings, for example, it is recommended that safe tap water or individual bottles of water be offered.

- **Beverage Standards for Staff**

All beverages served (e.g., at meetings or events) include one or more the following options:

- Water with no additives, including vitamins, minerals (e.g., electrolytes), stimulants (e.g., caffeine) and sweeteners.
- Unflavored non-fat or 1% cow's milk with no added sweeteners
- Unflavored non-dairy milk alternatives with no added sweeteners
- Fruit or vegetable-based juice drinks that have a maximum of 160 calories and 230 mg of sodium per container and no added sweeteners
- 100% fruit or vegetable juices with a maximum of 160 calories, 230 mg of sodium per container and no added sweeteners
- Coffee and tea with no added caloric sweeteners (this does not include cream and sugar – those are considered condiments and do not apply)

***50% Healthy Food Standards**

- Food selections should be local, seasonal, and organic when possible and emphasize fruit, vegetables, whole grains, low-sodium, and non-fat or low-fat dairy products.
 - If meat is served, a vegetarian option should also be provided, particularly with larger groups.
 - Include lean meat such as skinless poultry, fish, beans, tofu, eggs, nuts, and seeds.
 - Select food with no trans fat, and low in saturated fat, sodium, and added sugar.
 - Choose food that is prepared by grilling, baking, or sautéing with healthy fats.
 - Provide fresh fruit or other healthy options for dessert.
 - Serve appropriately sized portions for all foods (i.e. cut bagels in half, use smaller serving utensils, 3 ounce protein portions).
 - Reusable, washable serving containers and eating utensils will be used if able.
 - Promote healthy food options when appropriate (i.e. healthy recipes via newsletters, employee wellness bulletin boards, etc.)

Physical Activity At Work, Meetings, and Events:

Our organization will:

- Support our employees' efforts to walk, bike, and take transit to work. Allow for bike storage if necessary.
- Hold fitness challenges throughout the year where employees determine their own goals.
- Create physical activity opportunities for staff and partners throughout the work day by implementing one of the following: schedule at least one 10 minute break per meetings lasting longer than 2 hours, or schedule at least one walking meeting per day, or schedule at least one 10 minute stretch break per day.
- Promote and practice physical activity at all community meetings and events where the organization is the recognized sponsor or lead by scheduling at least one 10-minute physical activity break.
- Promote and display physical activity opportunities within and near the worksite for staff and clients (i.e. map out walking routes inside and outside the building, organize walking groups, provide yoga mats or a stretching area, or via an employee wellness bulletin board).

Breastfeeding At Work:

Our organization will provide an atmosphere of acceptance for breastfeeding mothers at the worksite by:

- Providing a private and convenient space (other than a restroom) that may be used by an employee to breastfeed or express breast milk and provide space to securely and hygienically store expressed milk
- Providing reasonable flexible paid or unpaid break times to allow mothers to express breast milk or nurse their infant
- Provide employees leaving on maternity leave with a breastfeeding accommodation education packet that includes a copy of the worksite's breastfeeding policy and breastfeeding support resources

Tobacco:

Our organization will encourage a tobacco free lifestyle by:

- Displaying signs (including "no smoking or no vaping" signs)
- Promoting and referring tobacco and e-cigarette users to a state or other tobacco cessation telephone quit line
- Informing employees about health insurance coverage or programs that include tobacco cessation medication and counseling



Executive Director/CEO



Date