

SOUTHWESTERN COMMUNITY COLLEGE	HUMAN RESOURCES/INFORMATION TECHNOLOGY <b>WELLNESS AND EXERCISE PROGRAM</b>	Policy <b>4.02.16</b>
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Southwestern Community College is committed to providing its employees a healthy work environment. By providing a healthy work environment, the College is taking a proactive approach to avoidance of potential health risks before sickness or injury occur.

The goals of the College's Wellness Program are to assist the employee in attaining good physical and mental health. In turn, this will benefit the College by:

1. Reduced absences due to sickness or injury;
2. Health care cost containment;
3. Improved employee morale;
4. Increased employee productivity;
5. Encouraging the employee to make a positive lifestyle change; and
6. Encouraging and promoting healthy behavior practices

To encourage a healthy environment smoking and tobacco products are prohibited on college grounds. (see Policy 3.02.05 – Food, Beverages and Tobacco Products).

Exercise equipment was purchased jointly through a combination of state equipment dollars, Student Government Association and College Foundation monies for use by students and employees.

A walking trail has been established and marked on campus for students, visitors, and employees who wish to participate in a walking program. Maps designating the walking trail are available through the Human Resources Office.

Employees are encouraged to participate in a regularly scheduled, organized exercise or fitness activity with the objective of increasing the level of personal physical and mental fitness.

All full-time employees are eligible to participate in the Program. An employee may request permission to take a fitness class at the College after regular working hours. Use of the Form "Request to Take Class" is required. The college will pay the tuition fee for one curriculum or self-supporting fitness class per semester (Fall and Spring). The employee will be responsible for paying any required fees.

Any injury arising from this activity will not be considered compensable under the Workers' Compensation Act. Participation is voluntary and not a condition of employment.

Cross-Reference: 3.02.05 – Food, Beverage and Tobacco Products  
4.02.15 – Employee Tuition Exemption  
4.02.15.01 – Employee Tuition Exemption Procedures

Replaces: 3.32 – Wellness (December 2008)  
3.33.01 – Exercise Time Participation Program (April 2009)

Revised: April 22, 2014