

**HEALTHY WORKSITE POLICY**

- A. This Tribe will maintain a workplace culture that encourages a healthy lifestyle. A Healthy Lifestyle:**
1. Encourages habits of wellness.
  2. Increases awareness of factors and resources contributing to well-being.
  3. Inspires and empowers individuals to take responsibility for their health.
  4. Supports a sense of community and S’Klallam culture.
- B. Full-Time or Part-Time or On-call employees are eligible to participate in all challenges and activities**
- C. The HR team will provide activities and education for individual staff to take responsibility for their health**
1. Human Resources would provide ideas through activities, information, healthy snacks, and supporting and working with other departments throughout the year to implement challenges such as Commit to Quit, Walking Clubs, and more.
  2. Healthy activities shall focus on healthy eating, physical activity, and mental well-being,
- D. The HR team will support and motivate employees with tangible awards.**
1. Healthy Snacks and Fitness and Mental Health supplies may be provided to employees at the expense of the Employer.
  2. Awards may not be lavish or extravagant.
  3. Awards are not considered compensation for services.
- E. The Program will be designed to encourage savings on the tribe’s resources and increase employee productivity.**
1. The Tribe seeks to reduce insurance claims, worker’s compensation claims, absenteeism, and increase employee productivity.