Walton Healthy Worksites
Nutrition Activity Toolkit

Healthy eating is delicious and is better when shared with family, friends and coworkers.

Most of us receive signals or cues throughout the day that encourage us to overeat and consume junk food that does not contribute to our health. Worksites can play a role in supporting employees in making nutritious food choices. Given the considerable time workers spend on their jobs, worksites offer an important venue to reach large numbers of workers in order to provide on-going education as well as healthy food options.

Remove the temptation. If there are sodas and candy in the vending machine, or donuts for breakfast, employees are forced to bring in their own healthy food or succumb to an unhealthy diet. Employers can discuss the benefits of healthy eating with employees as well as create a survey to identify their favorite options.

Replacing soda with water, and candy with granola bars helps promote a healthy work environment by reducing available junk food options.

RESOURCES & STRATEGIES

The policy example and graph provided on the following pages can be used as your best practices framework for developing sustainable policy, system or environmental (PSE) changes regarding issues related to physical activity:

1. What policy changes would need to be changed or added?
2. What system changes need to be addressed?
3. What issues within your work environment needs to be added or revised?
4. What are the steps to accomplish the PSE change?
5. What is the timeline and who is responsible for following through?

After answering these critical questions, determine if you have any remaining ideas that personalizes the strategy to fit your own work place.

BENEFITS

Nutritious eating and being physically active can help:

- Prevent and manage overweight and obesity.
- Prevent and manage chronic diseases such as heart disease, diabetes and cancer.

ADDITIONAL RESOURCES

Eat Smart, Move More Workbook
https://www.eatsmartmovemorenc.com/NCHealthSmartTlkt/Texts/ES_entireworkbook.pdf

Nutritional Environment Measures Survey
http://www.nems-v.com/Index.html

MyPlate
https://www.choosemyplate.gov/

Wellness Council of America
https://www.welcoa.org/

National Wellness Institute
https://www.nationalwellness.org/#

SAMPLE NUTRITION ACTIVITY POLICY #1

Purpose

{Employer} is committed to providing a healthy food environment for all employees, contractors and visitors. The purpose of this policy is to outline [employer's] guidelines for providing a healthy food environment to encourage and support healthy eating by employees and contractors. The food environment includes cafeterias, onsite stores, vending machines and break rooms as well as meetings, events and celebrations where food and beverages are served.

Healthy Food Environment Policy

This policy will go into effect on {Date} and will be reviewed on a {yearly/other} basis. It will be included within [employer's] complete set of corporate policies and will be integrated into [employer's] established corporate policy training cycle.

Employees and food service vendors are responsible for knowing and understanding the healthy food environment policy for their location and should contact their supervisor if they have questions. This policy addresses the availability, identification and appeal of healthy foods and beverages.*

{Employer} is committed to providing healthy foods and beverages at the work site and will guarantee:

- {Percentage} of the foods and beverages served in the employee cafeteria will meet the {minimum or preferred} guideline for healthy choices.
- {Percentage} of the foods and beverages served through vending services will meet the {minimum or preferred} guideline for healthy choices.
- {Percentage} of the foods and beverages offered at meetings, at catered events and in break rooms will meet the {minimum or preferred} guideline for healthy choices.

Identification

{Employer} is committed to improving employees' ability to identify healthy foods and beverages at the work site through:

- Implementing and maintaining a point-of-purchase labeling program in {the cafeteria, the vending machines and other work site areas} by {date}
- Placing healthy foods and beverages in high-traffic areas in the cafeteria by {date}
- Placing healthy foods and beverages at eye-level or in high-sales coils in the vending machines by {date}
- Placing healthy foods and beverages in high-visibility areas on catering menus, buffet tables and at work-sponsored events by {date}
- Promoting healthy foods and beverages {as much as or more than} competing foods and beverages in company {newsletters, e-mails, intranet sites, cafeteria promotions and communications about vending machines and catering services}
- {Prohibiting or discouraging} the promotion of foods and beverages that do not meet healthy guidelines

Appeal

{Employer} will encourage healthy eating by maximizing the appeal—taste, appearance and price—of healthy foods and beverages through:

- Measuring and monitoring employee satisfaction with the taste and appearance of the healthy food and beverage offerings in the {cafeteria and vending machines and at company-sponsored meetings and events}
- Pricing healthy foods and beverages {less than or the same as} foods and beverages not meeting healthy guidelines {in the cafeteria, vending machines and on the catering menus}

Policy Review

{Name of employee or committee} will be responsible for ensuring the policy is met by:

- Conducting {quarterly/semiannual/annual} quality assurance checks on the commitments in this policy
- Providing results of {quarterly/semiannual/annual} quality assurance checks to appropriate employees or vendors
- Ensuring that changes are made to meet policy guidelines
- Including healthy food environment policy language in food service contracts and requests for proposal

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Best Practice Worksheet

Use the following graph to organize your plan to address nutrition in the workplace. Use the columns to assess your organization's current PSE.

Strategy	System Change	Environment Change	Policy Change	Steps	Timeline	Responsible Party	Notes
Provide protected time and dedicated space away from the work area for breaks/lunch	X						
Post motivational signs to promote fruits and vegetables		X					
Increase the percentage of appealing, heathy food options in vending machines		X					
Use competitive pricing to make healthier choices economical	X						
Advertise nutritious options		X					
Provide nutritious food options in meetings		X					
Establish a nutritious snack bowl program		X					
Ensure that water is available throughout the day for all employees		X					
Offer kitchen equipment (fridges, microwaves, stoves)		X					
Offer local fruits/vegetables at the worksite		X					
Provide on-site gardening, fruit orchards or farmers market		X					
Provide interactive food opportunities such as taste testing, food preparation skills, and peer-to-peer modeling		X					
Provide on-site gardening		X					