



## Healthy Business Challenge, 2023

Healthy Washington County is a coalition of public and private organizations working to improve the health of people living in the community. The Healthy Business Challenge is an initiative of the coalition and sponsored by its member, the Washington County Chamber of Commerce.

Since the workplace is where so many of our residents spend a large percentage of their time, it becomes a relevant environment to foster positive behaviors that can improve an individual's health, as well as the collective results for the workforce and ultimately, the community. The Healthy Business Challenge encourages employers in Washington County to develop wellness plans, implement related activities, empower employees to make informed decisions to better their health and create a receptive environment to make changes.

Many motivators may lead an employer to focus on workplace wellness, including reduced health care costs, increased productivity, positive employee morale and decreased absenteeism. While these may encourage a business owner's investment in their employees' health, most truly care about their well-being and will usually begin the process of encouraging better health by asking for feedback directly from their workforce.

As in past years, criteria for participants in the Healthy Business Challenge falls into three categories: Healthy Eating, Physical Activity and Overall Wellness. Businesses may either select criteria from the lists to implement or that already exists or come up with some fresh ideas outside of the box and share them! Companies may participate annually in the challenge and build each year on the list of employee health and wellness plans and initiatives from year-to-year.

**Each business that achieves a minimum of 10 points in each of the three categories will receive Healthy Washington County's *Healthy Business* designation and recognition of it.**

**NEW THIS YEAR - Participating businesses MUST have at least 50% of its employees registered and entering weights at least twice in the calendar year on the Go For Bold healthy weight tracker: <https://healthywashingtoncounty.com/goforbold/> under Weight Tracker.**

Sign up is simple, officially begins Oct. 1, 2022, and will run through the end of the year at <https://healthywashingtoncounty.com/healthy-business-challenge/>. Registration is open to all businesses (profit and nonprofit) that have employees and an office/facility in Washington County. The challenge runs from **Jan. 1-June 30, 2023**.

Businesses will be placed in one of four size categories -

- Very small (1-24 employees)
- Medium (100-399 employees)
- Small (25-99 employees)
- Large (400+ employees)

Next summer, once the challenge is complete and all businesses have submitted the lists of criteria, businesses achieving a minimum of 10 points in each of the three areas will be recognized and awards will be presented to those achieving the highest number of points in each size category and those that go above-and-beyond in creating a healthier business environment.

**Questions? Please send those through the Healthy Washington County Facebook page (Be sure and Like it!). Join the challenge today!**

## 2023 Healthy Business Challenge Participating Business Registration

- Name of business:
- Number of employees:
- Contact person for wellness/employee health:
- Contact phone number:
- Contact email:

Please circle/underline answers to the following questions regarding your wellness/employee health program:

1. To what extent does senior management actively support employee health improvement?

Very Supportive      Supportive      Somewhat Supportive      Not Supportive

2. Do you currently have a wellness champion/coordinator?      YES      NO

3. Do you have a wellness committee?      YES      NO

4. Do you have a wellness plan?      YES      NO

5. Does your company set wellness-related goals/objectives?      YES      NO

If yes, please list the current goals/objectives and provide any related data you have.

6. Does your company offer health insurance?      YES      NO

7. Does your company have any wellness policies, i.e:  
nutrition guidelines for cafeterias, activity breaks for  
employees, tobacco-free campus?      YES      NO

If yes, please send the policy or a description to [wash.health@maryland.gov](mailto:wash.health@maryland.gov).

8. Do you collect any data relating to employee health?      YES      NO

If yes, what are the top health concerns of your employees?

9. How would you rate the overall health of your employees?

Very Good      Good      Fair      Poor      Very Poor

## Healthy Eating criteria list

Check off criteria you have already met first and then continue keeping track as you implement new initiatives during the challenge time frame (January-June 2023).

### Three (3) point initiatives

- A company garden is available for employees to engage in maintaining
- A nutrition challenge/program is offered for employees to participate in
- Nutrition information beyond standard food labels is visible for employees to read for foods/beverages available at the worksite
- Healthier food and beverage choices are clearly identified with special signs/symbols
- Healthier food and beverage options are placed at the point of entry/sale; at eye level at the front of display; or in attractive containers to make them more visible to employees

**Total number of points (3-point initiatives) =**

### Two (2) point initiatives

- Healthy options are available in vending machines on-site
- Cooking/Nutrition classes/seminars are offered for employees
- Worksite cafeteria follows nutritional standards that align with recommended guidelines
- Created an out-of-the-box idea to promote healthy eating

**Total number of points (2-point initiatives) =**

### One (1) point initiatives

- Water is available throughout the workday - hydration stations, water coolers throughout building, infused water in breakroom - and “Hydrate Often” message is promoted
- Motivational posters/signs help promote healthy eating
- Educational materials that address healthy eating are made available to employees
- Healthy “foodie” events take place - cooking demos, salad bar parties, taste-testing
- Created and/or distributed a cookbook of healthier recipes to employees
- Food preparation area and storage facilities - microwave, refrigerator, sink, oven and a place to eat away from workstations are provided for employees
- Provide and encourage healthy food and drink options at company meetings/functions
- Offer or promote a farmer’s market for employees

**Total number of points (1-point initiatives) =**

**Total number of points (Add all initiatives together) =**

*Provide details on a separate page about each of the activities and programs you implemented.*

### Helpful Resources

- [Choose MyPlate](#)
  - [Healthy Meeting Toolkit](#)
  - [Healthy Retail Video Series](#)
  - [WorkWell NC Tools](#)
  - [Nutrition Decisions Webinars](#)
  - [University of Maryland Extension](#)
  - [Workplace Health Resource Center](#)
- [Prevent Diabetes STAT](#)

## Physical Activity criteria list

Check off criteria you have already met first and then continue keeping track as you implement new initiatives during the challenge time frame (January-June 2023).

### Three (3) point initiatives

- A walking club is offered before/after work or during lunch break
- Fitness, yoga and other activities and classes are offered for employees
- Employees are recruited to participate in a local community event that encourages physical activity (5K run/walk, etc.)
- A physical activity challenge program is offered to employees on-site
- On-site trails and nearby walking routes are mapped out and promoted to employees
- Staff are encouraged regularly to use the stairs, which have been made inviting for people to utilize
- Active commuting is promoted with bike racks and showers provided on-site
- Sit-Stand desks are available for workstations

**Total number of points (3-point initiatives) =**

### Two (2) point initiatives

- Employees are encouraged to participate in the annual Hub City 100 Miler
- Employees are encouraged to participate in Team Cycle, sponsored annually by the YMCA of Washington County
- Educational seminars on physical activity are held often
- The use of activity trackers (pedometers, watch or phone apps) to support physical activity is promoted on-site
- Created an out-of-the-box idea to promote physical activity

**Total number of points (2-point initiatives) =**

### One (1) point initiatives

- Employees are encouraged to take movement breaks during the workday
- Incentives are offered for staff to join local gyms
- There is a designated space with exercise equipment for physical activity on-site
- Educational materials that address the benefits of physical activity are available on-site
- Business has a physical activity-related work policy

**Total number of points (1-point initiatives) =**

**Total number of points (Add all initiatives together) =**

*Provide details on a separate page about each of the activities and programs you implemented.*

### Helpful Resources

- [Steps to Wellness](#)
- [Stairwell Signage](#)
- [Move Your Way](#)
- [Washington County Pathfinder](#)
- [Hagerstown Parks & Recreation](#)
- [Washington County Recreation & Fitness Dept.](#)

## Overall Wellness criteria list

Check off criteria you have already met first and then continue keeping track as you implement new initiatives during the challenge time frame (January-June 2023).

### Three (3) point initiatives

- Identified a health champion to engage staff in wellness activities
- Educational seminars/classes on wellness topics are held for staff
- Business is a tobacco-free worksite
- Employees attended smoking cessation programs this year
- Employees participated in the National Diabetes Prevention Program (DPP) this year
- Blood pressure monitor(s) is available for use by employees for regular checks
- Business shows support for breastfeeding (appropriate place for pumping; lactation support policy; providing/connecting employees to lactation support services/education programs)

**Total number of points (3-point initiatives) =**

### Two (2) point initiatives

- Preventive wellness screenings are conducted on-site for employees
- Stress relief seminars are available for employees
- Programs about good, effective sleep habits are available for employees
- An Employee Assistance Program (EAP) is available for staff
- A self-administered mental health/substance use disorder screening tool is promoted on-site
- Created an out-of-the-box idea to promote overall wellness

**Total number of points (2-point initiatives) =**

### One (1) point initiatives

- Business promotes and encourages use of help lines
- Wellness tips and information included in company newsletters/communication
- A quiet room is available on-site for employees for stress relief
- Business promotes and encourages seasonal flu shot and/or other vaccinations
- Business promotes and provides environment for good hand hygiene
- Employee activities are organized, providing social interaction opportunities (hikes, picnics)
- Employees receive referrals for tobacco cessation services and resources
- Employees receive referrals to the National Diabetes Prevention Program (DPP)

**Total number of points (1-point initiatives) =**

**Total number of points (Add all initiatives together) =**

*Provide details on a separate page about each of the activities and programs you implemented.*

### Helpful Resources

- [211](#)
- [National Suicide Prevention Lifeline](#)
- [Right Direction](#)
- [Tobacco Free for Life Classes](#)
- [Smokefree.gov](#)
- [Lactation Support Resources](#)
- [Washington Goes Purple](#)
- [Stress Management](#)
- [Employee Assistance Program example](#)
- [Mental Health Online Screening Tool](#)
- [Tobacco in the Workplace](#)
- [Supporting Nursing Moms at Work](#)
- [Breastfeeding Support Resources](#)
- [Understanding Blood Pressure Readings](#)

## Bonus Points!

Check off criteria you have already met first and then continue keeping track as you implement new initiatives during the challenge time frame (January-June 2023). **NOTE:** *These points are added to a total score, but will not contribute toward earning a **Healthy Business** designation.*

- Successfully encourage more than 75% of employees to register and enter weights during the calendar year on the Go For Bold weight tracker (10 points)
- Successfully encourage 51-75% of employees to register and enter weights during the calendar year on the Go For Bold weight tracker (5 points)
- Go For Bold banner displayed in worksite lobby (5 points)
- Company wellness committee exists and meets at least quarterly to assess needs, make recommendations and implement activities (4 points)
- A workplace wellness plan that includes measurable objectives exists (3 points)
- Business offers incentives to increase participation in employee health programs (3 points)
- Discover insurance benefits available to business through improved employee health (2 pts)
- Collect and share data on employee health programs with Healthy Washington County (2 pts)
- Business completed CDC Worksite Health Scorecard:  
[https://nccd.cdc.gov/DPH\\_WHSC/HealthScorecard/Home.aspx](https://nccd.cdc.gov/DPH_WHSC/HealthScorecard/Home.aspx) (2 points)
- Business joined Healthiest Maryland Businesses:  
<https://health.maryland.gov/phpa/ccdpc/HMB/Pages/How-to-Join.aspx> (2 points)

Total bonus points =

Send completed registration form with details of programs and activities accomplished at your business no later than June 30, 2023, via email to: [wash.health@maryland.gov](mailto:wash.health@maryland.gov).