

**CLASSIFICATION: All Personnel****ADOPTED: 6/28/12****REVISED:****SUBJECT: Employee Wellness****PAGE: 1 of 1**

The County Superintendent of Schools is committed to supporting the overall health and well-being of his/her employees. The County Superintendent recognizes that maintaining a healthy workforce is essential for fulfilling the mission and goals of the San Diego County Office of Education (SDCOE). Healthy employees are more reliable and productive, have less absenteeism and fewer accidents, and lower health care costs by reducing the incidence of disease and disability. In addition, the benefits of a healthy lifestyle that employees experience are likely to have a positive impact on their families and their extended communities.

The County Superintendent or his/her designee establishes an employee wellness program that encourages employees to make healthy choices in their personal lives and in the workplace. Utilizing partnerships with community organizations, SDCOE health care providers, and other public agencies, the employee wellness program promotes healthy lifestyles by:

1. Offering educational programs and disseminating information on the benefits of exercise, good nutrition, and healthy behaviors.
2. Promoting awareness of healthy choices through employee events and activities.
3. Working with SDCOE health care providers to offer screenings and health programs that focus on identifying and/or managing health issues and preventable illness.
4. Supporting practices that provide for a clean and safe work environment.

The executive director, Human Resources, or designee, is responsible for overseeing the operation of an employee wellness program that is in alignment with the purposes presented in this administrative regulation.

**Board Policies: 3514, 3550, 4001, 4008, 4009, 4011, 4013****Administrative Regulations: 3514, 3550, 3551, 4001, 4008, 4009, 4011, 4013, 4028**