

Fitwel Social Support Group Protocol



Fitwel Social Support Group Protocol

This document provides project teams with a list of the required elements that must be included in a social support group protocol. Project teams can either use this document as a guide to establish and implement a qualifying protocol or highlight the required sections in existing policies or protocols.

A qualifying protocol for social support groups must include the following:

1. Implementation

- ☐ when implementing the protocol in multi-tenant commercial buildings, the protocol must apply to all full-time employees of the areas under the control of the building management
- ☐ when implementing the protocol in residential buildings, the protocol must apply to all full-time employees of the areas under control of the building management, and all residents.
- ☐ when implementing the protocol in single tenant buildings and commercial interior spaces, the protocol must apply to all full-time employees of tenant spaces.

2. Publicity

Requires groups be publicized to all eligible employees through **one** of the following:

- ☐ a digital platform, such as a website, digital application, or display screen in common areas.
- ☐ communication material, such as notification emails or newsletters.

3. Inclusion

Requires inclusion of groups that fall into a minimum of:

- ☐ **one** of the following identity groups:
 - gender
 - People Of Color
 - illness
 - (Dis)ability
 - LGBTQ+
- ☐ **one** of the following life stage and interest groups:
 - bereavement or loss
 - parents
 - solo dwellers
 - caregivers
 - managers

- essential workers
- expectant mothers
- special interest groups such as advocacy, athletics, or arts

4. Scheduling

Requires a schedule that permits the groups to meet at least **once** a month.

5. Continuity Plan

Requires a continuity plan that details how the identified groups will continue to meet virtually in the event of a long-term closure (2 weeks or more) or significant reduction in occupancy (more than 25%). When social support groups are virtual, a continuity plan is not required.

6. Growth

Requires a protocol for recommending of new social support groups