

Fitwel Health Programming and Services Protocol



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This document provides project teams with a list of the required elements that must be included in a health programming and services 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 health promotion programming and services 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. Accessibility

Requires that services and programs are accessible and free of charge to the applicable occupants.

3. Publicity

Requires that services and programs are 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.

4. Healthcare Services and Programming

Require establishing a minimum of **one** healthcare service or program that:

- ☐ is offered a minimum of twice per year (biannually)
- ☐ targets increasing access to health care service(s) through educational sessions, vaccination clinics, contagious disease testing, preventive screening, health insurance enrollment events, or another similar program.

5. Stress Support Services and Programming

Requires establishing a minimum of **one** stress support service or program that:

- ☐ is offered a minimum of once per month
- ☐ targets increasing access to stress support through meditation classes, mental telehealth services, mental health counseling, yoga sessions, lectures, or another similar program.

6. Fitness or Nutrition Services and Programming

Requires establishing a minimum of **one** fitness or nutrition service or program that:

- ☐ is offered a minimum of once per month.
- ☐ targets **one** of the following categories:
 - fitness program(s), such as exercise classes, walking groups, running clubs, dance classes, cycling groups, aerobics courses, active commuting programs.
 - nutrition program(s), such as healthy cooking classes/events or gardening workshops.

7. Continuity Plan

Requires a continuity plan that details how the identified programs and services will continue in the event of a long-term closure (2 weeks or more) or significant reduction in occupancy (more than 25%).*

*Services or programs can be in-person or virtual. Programming or services provided by a third-party through employers (such as through insurance or an employee assistance program) may qualify, if all of the subsequent requirements are met. When services or programs are virtual, a continuity plan is not required.