

BUSINESSES & EMPLOYERS



Healthy & Safe
Community
Environments

Clinical &
Community
Preventive Services

Empowered
People

Elimination
of Health
Disparities

*A healthier workforce
reduces long-term
health care costs and
increases productivity.*

The National Prevention Strategy aims to guide our nation in the most effective and achievable means for improving health and well-being. Aligning and coordinating prevention efforts across a wide range of partners is central to the success of the National Prevention Strategy. Engaging partners across disciplines, sectors, and institutions can change the way communities conceptualize and solve problems, enhance implementation of innovative strategies, and improve individual and community well-being.

WHY PARTNER WITH THE NATIONAL PREVENTION STRATEGY?

Improving the health of our nation's workforce is good for both employees and employers – it improves employee productivity, reduces health care expenditures, and encourages economic growth. Employers can implement policies and programs to improve the health of their workers, for example, by protecting their workers from illness and injury, ensuring access to healthy foods, and providing health coverage for clinical preventive services.

RECOMMENDATIONS: NATIONAL PREVENTION STRATEGY STRATEGIC DIRECTIONS

Healthy and Safe Community Environments

- ▶ Ensure that homes and workplaces are healthy, including eliminating safety hazards (e.g., trip hazards, unsafe stairs), ensuring that buildings are free of water intrusion, indoor environmental pollutants (e.g., radon, mold, tobacco smoke), and pests, and performing regular maintenance of heating and cooling systems.
- ▶ Adopt practices to increase physical activity and reduce pollution (e.g., workplace flexibility, rideshare and vanpool programs, park-and-ride incentives, travel demand management initiatives, and telecommuting options).
- ▶ Identify and implement green building siting, design, construction, operations, and maintenance solutions that over time will improve the environment and health.
- ▶ Adhere to best practices to promote safety and health, including participatory approaches to hazard identification and remediation as well as supervisory and worker training.

Clinical and Community Preventive Services

- ▶ Offer health coverage that provides employees and their families with access to a range of clinical preventive services with no or reduced out-of-pocket costs.

- ▶ Provide incentives for employees and their families to access clinical preventive services, consistent with existing law.
- ▶ Give employees time off to access clinical preventive services.
- ▶ Provide employees with on-site clinical preventive services and comprehensive wellness programs, consistent with existing law.
- ▶ Provide easy-to-use employee information about clinical preventive services covered under the Affordable Care Act.

Empowered People

- ▶ Implement work-site health initiatives in combination with illness and injury prevention policies and programs that empower employees to act on health and safety concerns.
- ▶ Use media (e.g., television, Internet, social networking) to promote health.

Elimination of Health Disparities

- ▶ Provide opportunities for workplace prevention activities, including preventive screenings.
- ▶ Partner with local resources such as libraries and literacy programs to enhance employees' ability to identify and use reliable health information.



RECOMMENDATIONS: NATIONAL PREVENTION STRATEGY PRIORITIES

Tobacco Free Living

- ▶ Provide employees and their dependents with access to free or reduced-cost cessation supports and encourage utilization of these services.
- ▶ Provide evidence-based incentives to increase tobacco cessation, consistent with existing law.
- ▶ Comply with restrictions on the sale, distribution, advertising, and promotion of tobacco products, including those set forth in the Tobacco Control Act.
- ▶ Make work sites (including conferences and meetings) tobacco free and support smoke free policies in their communities.
- ▶ Provide smoke free commercial or residential property.

Preventing Drug Abuse and Excessive Alcohol Use

- ▶ Implement policies that facilitate the provision of SBIRT or offer alcohol and substance abuse counseling through employee assistance programs.
- ▶ Include substance use disorder benefits in health coverage and encourage employees to use these services as needed.
- ▶ Implement training programs for owners, managers, and staff that build knowledge and skills related to responsible beverage service.

Healthy Eating

- ▶ Increase the availability of healthy food (e.g., through procurement policies, healthy meeting policies, farm-to-work programs, farmers markets).
- ▶ Adopt lactation policies that provide space and break time for breastfeeding employees (in accordance with the Affordable Care Act) and offer lactation management services and support (e.g., breastfeeding peer support programs).
- ▶ Provide nutrition information to customers (e.g., on menus), make healthy options and appropriate portion sizes the default, and limit marketing of unhealthy food to children and youth.
- ▶ Reduce sodium, saturated fats, and added sugars and eliminate artificial trans fats from products.
- ▶ Implement proper handling, preparation, and storage practices to increase food safety.

Active Living

- ▶ Adopt policies and programs that promote walking, bicycling, and use of public transportation (e.g., provide access to fitness equipment and facilities, bicycle racks, walking paths, and changing facilities with showers).
- ▶ Design or redesign communities to promote opportunities for active transportation (e.g., include places for physical activity in building and development plans).
- ▶ Sponsor a new or existing park, playground, or trail, recreation or scholastic program, or beautification or maintenance project.

Injury and Violence Free Living


- ▶ Implement and enforce safety policies for all drivers (e.g., seat belts or restraint use, zero tolerance for distracted driving).
- ▶ Implement comprehensive workplace injury prevention programs that include management commitment, employee participation, hazard identification and remediation, worker training, and evaluation.
- ▶ Expand and improve occupational injury and illness reporting systems.

Reproductive and Sexual Health

- ▶ Provide health coverage and employee assistance programs that include family planning and reproductive health services.
- ▶ Provide time off for pregnant employees to access prenatal care.
- ▶ Implement and enforce policies that address sexual harassment.

Mental and Emotional Well-Being

- ▶ Implement organizational changes to reduce employee stress (e.g., develop clearly defined roles and responsibilities) and provide reasonable accommodations (e.g., flexible work schedules, assistive technology, adapted work stations).
- ▶ Ensure that mental health services are included as a benefit on health plans and encourage employees to use these services as needed.
- ▶ Provide education, outreach, and training to address mental health parity in employment based health insurance coverage and group health plans.

 More information can be found at:

Website:

www.HealthCare.gov/nationalpreventioncouncil

Email:

prevention.council@hhs.gov

Twitter:

#NPSAction

Employers have the ability to implement policies and programs that foster health, wellness, and safety among their employees.

