

Tips for Physical Activity Policy Development

physical activity

A physical activity policy is a written document that defines an organization's support for and commitment to providing opportunities for employees to be physically active. It should outline the physical, personnel and financial resources the organization is prepared to commit to helping employees.

Whether new policies are created, or existing policies are revised, the secret to successful implementation lies in policies that are developed in consultation with employees, provided in writing well in advance of the effective date, and subject to fair and equal enforcement.

Questions to Ask:

- What are our workplace's current physical activity policies?
- Do our policies or procedures promote and/or support physical activity for employees? For example, meetings are not scheduled over lunch and working hours are flexible to accommodate employees' physical activities.
- Does our organization formally recognize employees who participate in our physical activity initiatives?
- Do we have access to appropriate resources that promote physical activity in the workplace?

Consider Including the Following in Your Policy:

- **Physical activity or stretch breaks** as a standing item of meeting agendas.
- **Schedule modifications** such as flex-time or longer lunch breaks to make it easier for employees to fit in some activity.
- **Financial allowance or reimbursement** for certain costs associated with being physically active; e.g., gym membership, exercise equipment, running shoes.
- **Interest-free loans** for employees to buy bicycles or good walking shoes/runners.
- **Space or facilities to improve employees' opportunities to be physically active.**
- **Bike racks or change facilities** for employees who commute to work by cycling, walking, running.
- **Incentives or rewards for employees** who participate in physical activities. Consider gift certificates (e.g. local sports stores), monetary rewards, or time off from work.

Sources:

Brant County Health Unit, [Healthy Workplace Policy Development](#)
Canadian Council for Healthy Active Living, [Making it Work with Active Living in the Workplace](#)
Government of Alberta, [Choose Well at Work: An Employers Guide](#)