



The Nine Essential Elements of a Healthy Workplace Nutrition Environment

What is a Healthy Workplace Nutrition Environment?

A Healthy Workplace Nutrition Environment exists when a workplace consistently promotes healthy eating through words AND actions. It means that the workplace goes beyond educating employees about healthy eating and uses a comprehensive approach to create a truly supportive environment.

What are the Nine Essential Elements?

The Nine Essential Elements of a Healthy Workplace Nutrition Environment act as a guide to help your wellness committee plan actions that will promote healthy eating in your workplace.

Keep in mind, each workplace is different and you can only take action on the Essential Elements that apply to your workplace. If an Essential Element does not apply to your workplace, consider it to be completed.



Essential Element 1

Organizational Commitment to a Positive Healthy Eating Culture

- Management supports the creation of a Healthy Workplace Nutrition Environment by formally committing to achieving the nine essential elements.
- A wellness committee is established and committed to the task of creating a Healthy Workplace Nutrition Environment.
- Management acknowledges weight bias as being unacceptable in the workplace and supports efforts to address and prevent it within the organization.
- The workplace aligns healthy eating messaging to efforts made to improve the wellbeing of the surrounding community.

Essential Element 2

Supportive Social Eating Environment

- Breaks are appropriately scheduled in order to provide employees with a minimum 30 minute meal break.
- Food is not used as an incentive or a reward to recognize employees' work efforts.
- Less healthy food and beverages are not offered or shared in common areas (e.g., reception or lounge areas).
- Employees are encouraged to have celebrations that support healthy eating. The frequency of events is coordinated to limit the number of celebrations that involve less healthy food and beverages.

Essential Element 3

Supportive Physical Eating Environment

- The physical set up of the workplace provides a clean, attractive eating area that encourages and supports employees to bring their own meals, snacks and beverages.

Essential Element 4

Access to Healthy, Reasonably Priced, Culturally Appropriate Food

- Food sold in cafeterias, tuck shops, canteens and vending machines comply with the Nutrition Standards for Workplaces© and healthy food is competitively priced and promoted. In all settings, food and beverages must reflect cultural diversity in the workplace.
- Workplace meetings and events demonstrate a commitment to employee health and well-being by incorporating healthy eating and supporting environmentally friendly initiatives.

Essential Element 5

Credible Nutrition Education and Support for Employees and their Families

- Nutrition information and education opportunities are provided to employees on a regular basis, using a variety of activities.
- The workplace encourages and supports employees' families to participate in nutrition information and educational opportunities.
- Employees have access to an ongoing peer support program that encourages healthy eating.

Essential Element 6

Nutrition Education for Key Decision-Makers and Intermediaries Provided by a Registered Dietitian

- Nutrition information and educational opportunities (e.g., train-the-trainer) are offered to workplace intermediaries (e.g., occupational health nurses, wellness committees, management, etc.) involved in workplace health from a Registered Dietitian.

Essential Element 7

Access to Dietetic Services

- Registered Dietitian services are available for employees with chronic disease or other co-morbid conditions (e.g., high cholesterol, high blood pressure, diabetes, obesity, etc.).

Essential Element 8

Access to Dietetic Services

- The workplace adheres to food safety regulations.
- In retail settings, at least one full time certified safe food handler is on site.
- The workplace supports special dietary needs.

Essential Element 9

Nutrition Policies that Encourage Healthy Eating

- A written nutrition policy supports each of the Nine Essential Elements of a Healthy Workplace Nutrition Environment.



Credits:

The OSNPPH Workplace Nutrition Advisory Group thanks the Communication Services of the Haldimand-Norfolk Health Unit for the design of this fact sheet.

For more information

The complete document **Call to Action: Creating a Healthy Workplace Nutrition Environment**, including the **Nutrition Standards for Workplaces[®]**, can be downloaded from www.osnpvh.on.ca.

The process of creating a healthy workplace nutrition environment may seem overwhelming at first, but don't be discouraged. There are likely many things that your workplace is already doing well.

Want to Learn More?

Visit www.osnpvh.on.ca for more information on creating a Healthy Workplace Nutrition Environment.

Contact your local public health agency for support.



Ontario Society of Nutrition
Professionals in Public Health

La société ontarienne des professionnel(le)s
de la nutrition en santé publique

