

The Nine Essential Elements of a Healthy Workplace Nutrition Environment

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

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

Safe Food Practices and Accommodation of Special Dietary Needs

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.

needs.

The Nine Essential Elements

The Nine Essential Elements of a Healthy Workplace Nutrition Environment act as a guide to help your committee plan actions that will promote healthy eating in your workplace. For more information visit www.osnpvh.on.ca/workplace-nutrition-advisory-group.

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.