



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

Culture of Wellness

Approved Date: 8/12/2019	Effective Date: 10/1/2019	Review Date: 8/12/2020
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Scope:

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital		Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital		Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital		Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital		Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands		Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital		Prisma Health North Greenville Hospital
	PH USC Medical Group		Prisma Health Patewood Hospital
	Provider based facilities associated with Prisma Health-Midlands hospitals		Prisma Health Surgery Center - Spartanburg
			Prisma Health Marshall I. Pickens Hospital
			Prisma Health Children's Hospital-Upstate
			Prisma Health Roger C. Peace Hospital
			Prisma Health Baptist Easley Hospital
			University Medical Group UMG/PIH
			Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement:

Prisma Health-Midlands will provide employment opportunities for individuals to meet the business needs of Prisma Health-Midlands. It is our policy and practice to provide equal opportunity in all phases of the employment continuum, and in compliance with applicable federal, state, and local laws and regulations. Prisma Health-Midlands provides equal opportunities to all individuals without regard to race, color, religion, national origin, disability, age, marital status, sex, sexual orientation, gender identity or expression, military service, or any other status protected by law.

Associated Policies and Procedures:

N/A

Associated Lippincott Procedures: (as applicable)

N/A

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Definitions:

N/A

Responsible Positions:

N/A

Equipment Needed:

N/A

Procedural Steps:

1. Prisma Health-Midlands seeks to provide a supportive environment for all team members by allowing them to participate in team member wellness programs. Prisma Health-Midlands encourages its team members to participate in wellness activities such as health screenings, flu shots, health management, health and nutrition coaching, farmers' markets, weight management programs, cancer screening, tobacco cessation, stress management, same-day care options, and any other wellness activities promoted by the health and wellness team.
2. All team members are encouraged to use approved working hours to participate in team member wellness program activities as long as the activities do not interfere with individual work responsibilities, departmental operations, and/or patient/service delivery. Leaders should be supportive in allowing team members to participate in programming when it does not interfere with the team member's completion of duties or departmental needs.
3. Prisma Health-Midlands supports the health and well-being of its team members and visitors by ensuring a healthy food environment by adhering to the SC Hospital Association food and nutrition standards and the national nutrition standards set forth by the American Heart Association, American Diabetes Association, and the Academy of Nutrition and Dietetics. Prisma Health-Midlands partners with Sodexo to deliver the Mindful Eating program, which offers healthy food choices and displays nutrition information.
4. All Prisma Health-Midlands campuses are tobacco free. The use of all tobacco products (cigarettes, cigars, smokeless tobacco, and e-cigarettes) is prohibited in buildings and properties that Prisma Health-Midlands leases or owns. In areas where Prisma Health-Midlands rents space, the use of tobacco products is prohibited in all Prisma Health-Midlands spaces and common areas (Refer to Tobacco Free Workplace PGR). Team members who elect to use tobacco products outside of prohibited areas cannot reenter Prisma Health-Midlands properties until clothing, skin, and hair are all free from the smell of tobacco products. Team members and spouses who are tobacco users are encouraged to enroll in a tobacco cessation program.
5. Team members are encouraged to participate in daily physical activity such as stretching or walking during breaks, taking the stairs, conducting walking meetings, doing small exercises in private offices, using mini-gyms throughout the campuses, participating in activity challenges, and attending wellness activities. Activities should not interfere with work deadlines and obligations.

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6. Point of decision prompts and motivational signs are displayed at stairwells to encourage team members to engage in physical activity while at work by taking the stairs instead of the elevator. Additional campaigns take place throughout the year to encourage the use of stairs as a means to obtaining the recommended amount of daily physical activity.
7. Prisma Health-Midlands partners with the YMCA to offer discounted memberships and onsite group exercise classes and exercise equipment at YMCA Express locations. All team members must agree to the "Permission to Use Exercise Equipment and Release from Liability" in order to use the onsite fitness centers. Prisma Health-Midlands encourages team members to participate in healthy lifestyle programs offered by the YMCA.
8. Team members are encouraged to take a stretch break in meetings lasting longer than 60 minutes.
9. Team members may access emotional well-being resources such as mindfulness techniques, stress management programs, volunteerism opportunities, resilience workshops, and other wellness activities and challenges. Prisma Health-Midlands provides assistance to team members through the confidential E-Care program which is the counseling service provided to team members. The first five visits of the calendar year are free for team members and their covered family members. Team members are encouraged to manage stress appropriately by eating healthily and being physically active.
10. Team members are encouraged to pursue daily rejuvenation by taking breaks when needed. A quiet space directory is provided for team members to find quiet areas for restoration.
11. Prisma Health-Midlands provides a comprehensive inventory of wellness opportunities on its myPal Employee health and Wellness page. The Wellness Portal serves as an additional resource (health risk questionnaire, calendar of activities, workshops, trackers, library, diet and exercise planning) for further support of employee health and wellness. Team members are encouraged to visit both resources to find programming that will support well-being at work.

References:

N/A

Appendices:

N/A