CommunityGrows Work-Site Wellness Policies

It is the mission of CommunityGrows to cultivate healthy youth through growing gardens in low-income, diverse communities.

Therefore, it is the culture of CommunityGrows to promote the optimal health of our team and create a healthier work environment. CommunityGrows recognizes the need to provide access to healthy beverages, foods, and opportunities for physical activity. CommunityGrows will strive to be a role model for other organizations and partner agencies in implementing worksite wellness policies.

To promote a healthier workplace, CommunityGrows, commits to the following wellness policies:

1. 100% Healthy Beverages
2. Healthy Food
3. Physical Activity Integration

**100% Healthy Beverages Provided at Work, Meetings and Events:**

Our organization will:

Provide access to free, safe drinking water:

- Require that there is access to free, safe drinking water wherever beverages are offered and/or sold. At meetings, for example, it is recommended that safe tap water, rather than individual bottles of water, be offered. If safe tap water is not available, then it is recommended that large jugs of water are utilized.

Implement beverage standards for staff:

All beverages served (e.g., at meetings or events) will only include:

- Water with no additives, including vitamins, minerals (e.g., electrolytes), stimulants (e.g., caffeine) and sweeteners.
- Unflavored non-fat or 1% cow’s milk with no added sweeteners.
- Unflavored non-dairy milk alternatives with no added sweeteners.
- No more than 2.5 grams of fat per 8 fluid ounces.
- Coffee and tea with no added caloric sweeteners (this does not include cream and sugar – those are considered condiments and do not apply).
- Serve “Wellness Water” at all meetings, trainings and events.

**99-15 Compliance:**

As an organization receiving City funding, CommunityGrows will be in compliance with City ordinance 99-15 prohibiting use of City funding for sugary drinks:

- No City officer, department, or agency (collectively, “department”) shall use City funds to purchase Sugar-Sweetened Beverages in any form, except as specifically exempted from or allowed under this Chapter 101.

“Sugar-Sweetened Beverage” means any Nonalcoholic Beverage sold for human consumption that has one or more added Caloric Sweeteners and contains more than 25 calories per 12 ounces of beverage. Notwithstanding the foregoing sentence, “Sugar-Sweetened Beverage” does not include any of the following:

a) Milk.

b) Milk alternatives, including but not limited to non-dairy creamers or beverages primarily consisting of plant-based ingredients (such as soy, rice, or almond milk products), regardless of sugar content.

c) Any beverage that contains solely 100 percent Natural Fruit Juice, Natural Vegetable Juice, or combined Natural Fruit Juice and Natural Vegetable Juice.
d) Any product sold for consumption by infants, which is commonly referred to as "infant formula," or any product whose purpose is infant rehydration.

e) Medical Food.

f) Any product designed as supplemental, meal replacement, or sole-source nutrition that includes proteins, carbohydrates, and multiple vitamins and minerals.

g) Any product sold in liquid form designed for use as an oral nutritional therapy for persons who may have a limited ability to absorb or metabolize dietary nutrients from traditional food or beverages.

h) Any product sold in liquid form designed for use for weight reduction.

**Physical Activity at Work, Meetings and Events:**

Our organization will:

**Encourage employees to integrate physical activity by:**

- Initiating a walking challenge and have employees track their steps.
- Supporting and encourage walking meetings when appropriate.
- Scheduling a 5-minute physical activity break during every meeting over 90 minutes and a 10-minute physical activity break during every meeting that is longer than two hours in length.

**Healthy Food at Work, Meetings and Trainings:**

Our organization will:

**Support Healthy Food Choices by:**

- Selecting food that is local, seasonal, and emphasize fruit, vegetables, whole grains, and non-fat or low-fat dairy products.
- If meat is served, a vegetarian and vegan option will also be provided.
- Including lean meat such as skinless poultry, fish, beans, tofu, eggs, nuts, and seeds.
- Selecting food with no trans-fat, and low in saturated fat, sodium, and added sugar.
- Choosing food that is prepared by grilling, baking, or sautéing with healthy fats.
- Providing fresh fruit or other healthy options for dessert such as non-fat or low-fat yogurt.
- Serving appropriately sized portions for all foods (i.e. cut bagels in half, use smaller serving utensils, 3 ounce protein portions).
- Promoting healthy food options when appropriate (i.e. healthy recipes via newsletters or E-blasts, post on employee wellness bulletin board, leave resources in staff room).

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**Signature**

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