

# INCLUSIVE WORKSITE WELLNESS ASSESSMENT



The questions below will help you to assess the extent to which employees with disabilities can participate in a worksite wellness program. These questions should serve as guidance and are not intended to guarantee compliance with the Americans with Disabilities Act or other employment or accessibility laws.

QUESTION	YES, NO, N/A	COMMENTS
1. Do any employees with disabilities serve on your worksite wellness committee?		
2. Have you conducted an accessibility review of your worksite wellness committee's meeting space?		
3. Does your worksite wellness program offer a variety of ways to participate, taking into account employees with disabilities?*		
4. Are paths to and inside exercise areas on smooth, level and stable surfaces?		
5. If equipment is needed to take part in wellness activities, is it usable by people with disabilities?		
6. Do your wellness campaign materials include images of people with disabilities engaging in healthy behaviors?		
7. Do your wellness campaign materials include inclusive terminology such as, "Have you gone for a walk, roll or run today?"		
8. Do you provide educational and other materials in multiple formats (e.g. accessible electronic format, large print, using pictures with little text)?		
9. Are the incentives that you offer to promote worksite wellness relevant to people with disabilities?		
10. Does your worksite have a smoke-free policy?		

\*If you start a walking club or program, learn how to adapt pedometers for those with mobility limitations, including wheelchair users. See the article, "What is a Pedometer and How Can I Benefit from Using One?" on the National Center on Health, Physical Activity, and Disability website ([www.ncpad.org](http://www.ncpad.org)).

## REFERENCES:

1. National Center on Health, Physical Activity, & Disability. "A Culture of Inclusion in Workplace Wellness." Be Active Your Way Blog, US Department of Health and Human Services. Retrieved from <http://www.health.gov/paguidelines/blog/post/A-Culture-of-Inclusion-in-Workplace-Wellness.aspx>.
2. Office of Disability Employment Policy, US Department of Labor. "Retaining Employees in Your Worksite Wellness Program." Retrieved from <http://www.dol.gov/odep/research/WellnessToolkit.pdf>.