

# The Right Fit: Healthy Work Environment – Medium Business Policy Examples

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For medium-sized firms (defined as 50-249 employees), the following policies and initiatives are suggested:

1. All policies and initiatives suggested in the Small Company page, with the following additions:
2. **Create an integrated education campaign with HR and Marketing to address Workstation Ergonomics, Physical Activity and Indoor Air Quality.** Utilize resources from OSHA, the Department of Labor and this website to create an informational campaign around your office to communicate the following:
  - a. The importance of proper positioning, workstation ergonomics and the link to musculoskeletal disorders and their impact on the workday (“Presenteeism”)
  - b. The critical need for physical activity throughout the day, and the company’s new focus on incorporating activity into standing or walking meetings where possible
  - c. Strategies to improve indoor air quality, both in the workplace and at home - linking the actions to outcomes like engagement, cognitive function and reduction of asthma/headaches/fatigue, etc.
3. **Consider hiring a coach or bringing in a wellness consultant once a month to stay focused on physical activity and its benefits.** For a nominal cost, employers can engage wellness coaches to come into their workplace and host seminars on the benefits of physical activity, stretching during the workday, meditation and other wellness topics.
4. **Green up your office!** Establish an annual budget to purchase, care for and maintain office plants. Locate plants around the office and select plants that thrive in a variety of sunlight environments. Bamboo, palms and ferns all thrive in office environments and offer air-purifying benefits. Appoint an individual or a team of employees with green thumbs to rotate responsibility for their care, or sign up for a plant maintenance contract, which is often available from your facilities management team.
5. **Invest in your air.** From the COVID-19 pandemic, several equipment strategies have emerged to combat the transmission of viruses and germs in indoor high-occupancy spaces. Investigate what is right for your space - portable, high-efficiency air purifiers might work well for your conference spaces, while UV treatment might be appropriate for lobbies and entrances.