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## Healthy Food and Beverage Policy

*(Organizations mission statement and/or a wellness committee's mission and vision)*

Therefore, it is the policy of **(ORGANIZATION)** to:

- Provide a supportive work environment that promotes the optimal health and well-being of its employees including, but not limited to, the physical work environment, organizational culture, department procedures and management practices;
- Commit organizational resources to foster awareness about personal health and to build a supportive workplace environment that encourages and motivates employees to take healthy actions daily;
- Make the healthy choice the preferred and default choice;
- Disseminate *Healthy Food and Beverage Policy* for use by **(ORGANIZATION)** personnel when making or influencing decisions about what food is sold and/or served by **(ORGANIZATION)** at employee, community and partner meetings and events. (Examples: program-level advisory group meetings, **(ORGANIZATION)** led or co-led conferences, mandatory staff meetings and events, kick off events, offerings on exhibit/booth tables)
- Assure *Healthy Food and Beverage Policy* is incorporated into department-level practices.
- Encourage employees to be sensitive of co-worker's health considerations when bringing food and /or beverages to work to share with others. Employees are encouraged to bring healthier option(s), such as fruits, vegetables, nuts, low-fat dairy, whole grains, and water when bringing food to work to share (e.g. potlucks or other employee food-centered activities are not required, but encouraged, to follow the *Healthy Food and Beverage Policy*)

### Policy Goals

- When food and beverages are available, most choices are healthier options;
- Present a healthy image to clients and the community;
- Provide a supportive work environment, organizational practices and culture that demonstrate a commitment to healthy eating habits;
- Provide healthy eating patterns for employees;
- Educate that good nutrition equals good health;
- Be a corporate role model for other employers located in **(COUNTY/CITY)**;
- Control health care costs.

### Background

Chronic diseases such as heart disease, stroke, cancer, obesity and diabetes are among the most prevalent and costly health problems for employers and employees. A healthy eating pattern plays a vital role in preventing and/or delaying the onset of many of these chronic health conditions and their associated health care costs.

Employers are in the unique position to promote the health and safety of their employees. Workers typically spend more than one-third of their day on the job and usually consume at least one meal during

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that time. Effective worksite policies and programs can reduce health risks and improve the quality of life for their employees by creating a supportive environment and social context for employees to make health supporting personal lifestyle choices. **INCLUDE INFO ABOUT ORGANIZATION AND WHY HEALTHIER FOOD AND BEVERAGES ARE IMPORTANT THERE.**

**BACKGROUND OF DEVELOPMENT OF WELLNESS COMMITTEE OR WELLNESS PROGRAM COULD BE ADDED HERE, ANY SURVEY RESULTS, ETC.**

The (**ORGANIZATION'S**) *Healthy Food and Beverage Policy* places a minimum standard for each issue. In all cases, the healthy choice is the preferred and default choice. Departments are encouraged to establish higher standards as appropriate (**if applicable**).

#### Establish Nutrition Standards

Nutrition standards for food that is purchased on behalf of or served to its employees, clients or public are defined below for this policy. These *Healthy Food and Beverage Policy* are based on the current *USDA Dietary Guidelines for Americans*. Within six months of the effective date of this policy, the *Healthy Food and Beverage Policy* will be in effect.

Food & Nutrition Standards are specific food and nutrient content standards for this policy based on the most current *USDA Dietary Guidelines for Americans*. Current standards may include the following:

#### **Pre-packaged Food and Snacks**

(Vending machines, ad-hoc commissaries, catering)

- No more than 10% of calories from saturated fat (excluding nuts and seeds)
- No more than 10% of added sugars from calories per serving (excluding fruits and vegetables without added sweeteners)
- Only offer snack items that contain 0 trans fats per serving. No more than 230 mg of sodium per serving
- Item will not exceed 200 calories
- Offer only pretzels and baked chips
- No candy (sugar-free mints and gum are acceptable)

#### **Pre-Packaged Beverages**

(Vending machines, ad-hoc commissaries, catering)

- 100% fruit and vegetable juices with no added sugars, artificial flavors or colors (limited to maximum of 12 ounces per container)
- Drinking water with no additives except those minerals normally added to tap water
- Plain bottled water; or non-caloric sparkling or flavored waters are acceptable
- Dairy milk, non-fat, 1% and 2% only (no flavored milks)
- Non-dairy milks (e.g. Soy, rice, almond, etc; no flavored milks)
- Artificially sweetened, calorie reduced beverages that do not exceed 40 calories per 12-ounce container.

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### **Beverage Service**

(Onsite food service, catering):

- Coffee and decaffeinated coffee, hot and /or iced with no added sugar
- Tea and decaffeinated tea, hot and/or iced with no added sugar
- Non-fat, 1%., and 2% milk only; soy or rice milk are acceptable
- Water pitchers (with fresh infused fruits and vegetables if desired)
- If sugar packets are provided, non-sugar substitute packets should also be provided. Consider individually wrapped creamers and sugar packets for portion control.

### **Prepared Food\***

(Onsite food service, catering):

- Invited and/or contracted food service operations will offer “healthy option(s)”, adhering to the nutrition standards. Refer to *USDA Dietary Guidelines for Americans* for specific guidance when selecting items and preparing food. Current version is attached here.
- At least one “healthy” option should be available at all times. To the most reasonable extent possible, food service providers should choose recipes, substitute products and modify existing recipes to adhere to guidelines. These may include but are not limited to;
  - Choose more often low-fat or fat-free preparation methods (broil, bake, grill, steamed, roasted);
  - Always serve added fats on the side (e.g. dressings, mayonnaise);
  - Use whole grain products whenever possible;
  - Be mindful of portion sizes; no super-sizing; use individually wrapped condiments when possible;
  - Side dishes, appetizers, and deserts should emphasize fruits and/or vegetables;
  - Offer “healthy” side dishes as the “default” selection;
  - Choose more often entrees with tomato-based sauces instead of cream, butter or cheese sauces;
  - Include at least one vegetable and/or one fruit with entrée;
  - Prepare food with minimal added sugars and salt;
  - When selecting and preparing meat, poultry, dry beans, and milk or milk products, choose more often lean, low fat, or fat-free options;
  - Minimize use of cured products;
  - Avoid fats and oils high in saturated fats

### **Vending Machines**

Pre-packed food and beverages will adhere to *Healthy Food and Beverage Policy* as defined in this policy. Vending service contractor(s) will work with appropriate (**ORGANIZATION**) staff to develop and make available point of purchase nutrition information for posting at the vending machines(s).

### **(ORGANIZATION)-Sponsored Meetings, Trainings, Conferences, and Events**

- When food or snacks are provided, food or snacks will adhere to *Healthy Food and Beverage Policy* as defined in this policy. Fresh fruits and/or vegetables will be among the foods that are provided.

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- When beverages are provided, beverages will adhere to *Healthy Food and Beverage Policy*. Water will **always** be among the beverages that are provided.
- In the case where (**ORGANIZATION**) is partnering with other agencies and organizations in sponsoring conferences, public meetings or community events, appropriate (**ORGANIZATION**) representative(s) will provide copy of these *Healthy Food and Beverage Policy* to assure that health is considered when selecting food and beverages for event(s).

#### Employee Food

- This policy does encourage employees to be sensitive of co-worker's health considerations when bringing food and /or beverages to work to share with others. Additionally, employees are encouraged to bring healthier option(s), such as fruits, vegetables, nuts, low-fat dairy, whole grains, and water when bringing food to work to share (e.g. potlucks or other food-centered activities)
- This policy does not impact or regulate employee "brown bag" meals, snacks or food brought in to share with others, i.e. pitch in/ pot lucks.

\*Ask if food provider makes nutrition information available and, if so, align choices with the American Heart Association guidelines.

#### **References:**

[American Heart Association](#)

[USDA Dietary Guidelines for Americans \(2015\)](#)