Appendix A
Health and Wellness Program Policy Template

Purpose
This policy establishes a general framework to support the health and wellness of agency personnel. The program is intended to promote resilience, encourage early engagement, and support personnel exposed to operational stress.

Mental health and wellness are recognized as part of operational readiness and workforce sustainability.

Scope
This policy applies to all members of the agency.

Program Overview
The Health and Wellness Program is a non-clinical approach that may include:

- Wellness education and awareness
- Peer support
- Critical incident follow-up
- Resource and referral connections
- Leadership engagement

This program complements, but does not replace, clinical care or Employee Assistance Programs (EAP).

Roles and Responsibilities

Leadership: Supports and promotes wellness efforts and encourages participation.

Program Lead (Wellness Lead / Coordinator / Resilience Officer): Coordinates program activities and resources.

Peer Supporters (if applicable): Provide confidential, non-clinical support and connect members to resources.

All Members: Engage in available resources and support a respectful environment.

Confidentiality
Peer support is confidential within defined limits, including risk of harm to self or others and legal reporting requirements.

Peer support is not a clinical service and is generally not protected under HIPAA. Confidentiality is based on policy and professional expectations.

Data and Program Review
Agencies may track general, non-identifiable program activity to support improvement.
Programs should be reviewed and adjusted over time based on agency needs and available resources.

Implementation
This program may be implemented incrementally based on agency capacity. Agencies are encouraged to start where they are and build over time.

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