



Healthy Workplace Initiatives Program Yoga/Fitness Classes

Total Funding Awarded: \$2500

UBC Human Resources
604-827-2350
www.hr.ubc.ca/wellbeing-benefits



Your Role

By implementing yoga or fitness classes you are demonstrating a commitment to wellbeing in your workplace. You are taking an active role in creating healthy and sustainable communities at UBC.

The Benefits of Workplace Yoga/Fitness Classes

Yoga programs

- Yoga programs directed by experienced trainers conducted at the worksite have been shown to improve anxiety among workers¹
- Workplace based 12-24 week yoga programs show positive impacts on both mental and physical health factors
- These impacts include reductions in perceived personal stress and lower back pain and improvements in sleep quality, focus and energy^{2 3 4}

Aerobic/Weight Bearing Fitness classes

- Physical activity promotes additional stress relieving techniques such as better sleep, muscle relaxation and deep breathing⁵
- Increase aerobic fitness has been found to reduce muscle tension, heart rate as well as perceived work stress⁶
- Workplace based 8-24 week aerobic fitness programs have been shown to improve depressive symptoms, help prevent osteoporosis as well as improving stress and quality of life⁷

¹ Bhui, K. S., Dinos, S., Stansfeld, S. A. & White, P. D. A Synthesis of the Evidence for Managing Stress at Work: A Review of the Reviews Reporting on Anxiety, Depression, and Absenteeism. *J. Environ. Public Health* **2012**, 1–21 (2012).

² Shields, M. Stress and depression in the employed population. *Heal. Rep.* **17**, 11–28 (2006)

³ Webster, J. R., Beehr, T. A. & Love, K. Extending the challenge-hindrance model of occupational stress: The role of appraisal. *J. Vocat. Behav.* **79**, 505–516 (2011).

⁴ Naghieh, A., Montgomery, P., Bonell, C. P., Thompson, M. & Aber, J. L. Organisational interventions for improving wellbeing and reducing work-related stress in teachers. *Cochrane database Syst. Rev.* **4**, CD010306 (2015).

⁵ Watt, D. Exercise and Stress: Work Out to Work it Out In. *Run. Fit.* **29**, 1–3 (2011).

⁶ Ritvanen, T., Louhevaara, V., Helin, P., Halonen, T. & Hänninen, O. Effect of aerobic fitness on the physiological stress responses at work. *Int. J. Occup. Med. Environ. Health* **20**, 1–8 (2007).

⁷ Atlantis, E., Chow, C.-M., Kirby, A. & Singh, M. F. An effective exercise-based intervention for improving mental health and quality of life measures: a randomized controlled trial. *Prev. Med. (Baltim.)* **39**, 424–434 (2004).



Approved Uses of HWIP Yoga/Fitness Funding

- Instructor fees (excluding insurance and professional fees)
- Room rental fees
- Promotional material (to not exceed \$100)
- Small equipment purchases (to not exceed \$200)*
- Health and wellbeing apps (to not exceed \$500)
- Transportation/mileage¹ (to not exceed \$200)

***all equipment purchased must remain the property of the hosting department/unit*

Non-approved uses of this funding

- Operational expenses
 - Hiring of faculty/staff as instructors, to coordinate or support the program
 - Instructor reimbursement of private insurance or professional fees
 - Items that fall within the responsibility of the department to provide
- The purchase of stereo or electronic equipment
- Individual monetary reimbursements for gym memberships/fitness classes/entry fees
- The purchase of gift cards or certificates of any denomination (these are considered taxable benefits by the CRA and are not permitted under UBC's purchasing guidelines for gifts/prizes).

Implementation Instructions

- Survey potential participants to determine best time of day/week for classes to maximize participation
 - Consider offering classes at different times to accommodate a variety of schedules
- Requirement of use of on-campus facilitators from either UBC Recreation, UBC Bodyworks or the UNA community Centres.
- Suggested options:
 - Two 12 session programs, with one class per week
 - One 24 session program, with one class per week
 - One 12 week program, with two classes per week
- Drop-in or Registration fee options:
 - Drop-in of \$5 per class



- Registration fee of \$50 per person for a 12 week session
- All fees collected are for use towards the maintenance and sustainability of the program

Contacts for Implementation

UBC Vancouver

Department of Athletics & Recreation Vancouver : – fitness.programs@ubc.ca

UBC BodyWorks: kin.outreach@ubc.ca

University Neighbourhood Association (UNA) Centres: programs@myuna.ca

- Old Barn Community Centre
- Wesbrook Community Centre

UBC Okanagan

Campus Recreation: <http://camprec.ok.ubc.ca/welcome.html>

Best Practices and Additional Resources

Yoga Tips for Beginners:

<http://www.yogajournal.com/category/beginners/>

Fitness Blender videos:

<https://www.fitnessblender.com/videos>

Supplemental activities

[30 Day Online Mindfulness Challenge](#) (Free to UBC staff, faculty UBCV & UBCO)

[LIFT Session Virtual Fitness](#) (Free to UBC staff, faculty UBCV & UBCO through Employee and Family Assistance Program-EFAP)

MoveU Crew (UBCV): Looking for a stretch break to add into a long meeting or retreat? Want an enthusiastic guide for a team walk? Book the MoveU Crew for free! <http://www.recreation.ubc.ca/get-moving/moveu-crew/>



ⁱ It should follow Policy FM8 Business Expenses (https://universitycounsel-2015.sites.olt.ubc.ca/files/2019/08/Business-Expenses-Policy_FM8.pdf) and related documents (<https://universitycounsel.ubc.ca/board-of-governors-policies-procedures-rules-and-guidelines/documents-related-to-business-expense-policy/>).