



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 reduce 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) from UBC Recreation. insurance. Waivers, attendance sheets, and online registration options are provided.
- Room rental fees
- Promotional material (to not exceed \$100)
- Small equipment purchases (e.g. yoga mats, weights, resistance bands- 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

- Facilitator for yoga/fitness program from an organization/individual other than UBC must be approved by the Workplace Wellbeing Programs Specialist.
- Operational expenses
 - The 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 the best time of day/week for classes to maximize participation
 - Consider offering classes at different times to accommodate a variety of schedules
- Contact UBC Recreation
- [Refer to the Inclusive Physical Activity Toolkit](#)- designed to support Inclusive Physical Activity across both UBC Vancouver and UBC Okanagan campuses.
- Be sure
- 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
- Optional 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: – Chris Rumary, fitness.programs@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

[UBC Recreation Inclusive Rec](#)

[Getting active at home](#)

Supplemental activities

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/>

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



HEALTHY WORKPLACE INITIATIVES FUND PROGRAM

UBC REC INSTRUCTOR INFORMATION

UBC Recreation (UBC Rec) provides virtual classes and in-person classes in their spaces or your department's space. All UBC Recreation instructors are certified and covered by UBC Recreation's insurance. Waivers, attendance sheets, and online registration options are provided.

UBC Rec will provide an instructor to facilitate any class at an agreed upon rate, payable by journal voucher (JV) transfer. UBC Rec is responsible for the instructor and waivers to ensure liability coverage. The instructor is paid through UBC Rec.

**UBC Rec can also provide a registration link to allow participants to register at no cost enabling easier administration and a UBC Rec contact person for questions.*

UBC Rec can provide two levels of instructors:

- Instructors, who are currently instructing for UBC Rec, are considered employees of the University and are in good standing.
- Instructors who are currently on contract with UBC Rec to instruct their programming and who are in good standing.

Possible Yoga/fitness classes:

- Popular Classes (High availability)
 - Boot Camps (Beginner, HIIT, Strength, Cardio)
 - Yoga (Hatha, Flow, Yin, Power)
 - Mobility/Stretching/Office Yoga classes
 - Spin Classes (Endurance, Power, Express)
- Niche Classes (Moderate availability)
 - Pilates
 - Barre Fitness
 - Zumba or Latin Funk Dance
 - Common Dance Classes (Hip Hop, K-Pop, Burlesque)
 - Kickboxing (Martial Arts focus or cardio focus)

Contact information:

Chris Rumary: Coordinator, Fitness Programs | Department of Athletics & Recreation

Phone 604 822 1682 | chris.rumary@ubc.ca



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/>).