Employee Guide
Courtesy of the Flagler College Wellness Program
WEIGHT-LOSS WINNER PROGRAM DISCLAIMER

The authors and publishers disclaim any liability and responsibility to any person or entity regarding this program. Instead, every user individually assumes all risk of injury, loss or damage caused or alleged to be caused by the implementation of this program, be it direct, indirect, special, incidental or consequential.

The materials, ideas, concepts, principles and proposals (materials) contained in this program are intended to improve individual general wellness by providing good, practical information to help healthy, adult individuals in their weight-loss efforts.

This program makes no health claim and is not designed to help cure, heal or correct any illness, metabolic disorder or medical condition. The authors and publishers of this program are not health care professionals. They have compiled information they believed to be accurate and helpful from various sources to make suggestions and recommendations on how to design and implement a weight-loss program.

Program materials should not be construed as medical advice. We advise to implement the program under the supervision of a qualified and licensed fitness or health professional.

We encourage all individuals to consult with their primary health care provider before making any changes to their diet, beginning an exercise program or taking supplements of any kind. We urge all participants to start slowly and gradually, to engage in safe exercise routines and practices, and to discontinue their participation in the program if they experience discomfort, distress or any sign of injury.

Consulting with a health care provider before enrolling in the program is particularly recommended for individuals over the age of 35, minors, expecting or breastfeeding mothers and individuals with diabetes, chronic hypertension, high blood cholesterol, cardiovascular disease or any other illness, disease, health problem, medical condition or metabolic disorder requiring special dietary needs.

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Introduction to Flagler’s Healthiest Goals

Flagler’s Healthiest Goals is a program designed to encourage healthy, long-term sustainable health through a combination of goal selection, nutritious and well-portioned meals as well as regular exercise routines.

As a participant, you will be competing against yourself and your co-workers to see who can set and meet their personal health goal at the end of an 8-week period. At the end of 8-weeks, the individuals who meet their goals will be named to an elite group—Flagler’s Healthiest!

In this competition, wellness goals will be set at the beginning of the competition, tracked weekly (updates will be requested and published throughout), and measured at the end of the competition. The individuals who achieve their goal during the 8-week program will be eligible for 3-Grand Prize Raffles for a $50 gift certificate. We will also award a $50 gift certificate to the Flagler’s Healthiest Enthusiast—the individual who provides respectful encouragement throughout the competition.

Dates and Times

Flagler’s Healthiest Goals will be 8-weeks long. Beginning on August 5, 2013 and ending on September 30, 2013.

In order to compete, you must have your waiver and wellness goal submitted by August 5, 2013. This waiver and goal submission form is located on the last page of this document. Please detach it and return it to Sheia Pleasant-Doine or Tricia Kristoff.

We will begin with the initial wellness check-ins on August 5, 2013 at 12:00 PM in the Gamache-Koger Theater. The final wellness check-in will occur on September 30, 2013 at 12:00 PM at the Virginia Room.

Wellness Check-ins

Participants must check in every Tuesday by 5:00 PM EST via email with Sheia Pleasant-Doine or Tricia Kristoff. All information will be collected confidentially and used solely for the competition. Only your name will be shared with co-workers and fellow competitors for recognition in continuing to reach your goal each week.

<table>
<thead>
<tr>
<th>Sheia Pleasant-Doine</th>
<th><a href="mailto:SPleasant@flagler.edu">SPleasant@flagler.edu</a></th>
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<tbody>
<tr>
<td>Tricia Kristoff</td>
<td><a href="mailto:tkristoff@flagler.edu">tkristoff@flagler.edu</a></td>
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**Prizes**

Awards will be given to employees who set a wellness goal, participate each week in the program without missing check-ins with the Program Coordinators, and achieve their wellness goal.

The individuals who meet the criteria above will be eligible for 3-Grand Prize Raffles for a $50 gift certificate.

We will also award a $50 gift certificate to the Flagler’s Healthiest Enthusiast—the individual who provides respectful encouragement throughout the competition.

**Connect with us:**

For weekly updates and healthy tips, join our Facebook discussion and LIKE our page at https://www.facebook.com/FlaglerCollegeWellness

*For weekly updates and weight loss tips, join our Facebook discussion!*
Setting Healthy Wellness Goals

Not only can becoming healthy improve your self-esteem, it also improves your body and makes you less susceptible to developing a chronic disease or illness.

Losing unwanted weight, improving nutrition, eliminating bad habits and improving heart health are the goals, but how can you do it efficiently and safely?

- Don’t skip meals or deprive yourself of food. A huge part of creating a healthier lifestyle includes making good food decisions (not simply eating less!). For more help on making smart food choices, visit: www.nutrition.gov/weight-management/strategies-success/interested-losing-weight.

- According to the Centers for Disease Control, you should try to lose about 1-2 pounds per week. You may lose more at first, but don’t become discouraged if weight loss slows as weeks go on. For more information visit: www.cdc.gov/healthyweight/losing_weight/index.html.

- Get SMART about goal setting! S.M.A.R.T. is an acronym that stands for specific, measurable, attainable, realistic and timely and this can mean the difference between success and failure. Many people break resolutions and promises aimed at creating a healthy lifestyle. Start with a SMART goal, and build a good foundation for your wellness goal.

There are numerous mobile Apps that can help digitally monitor all of your fitness and wellness goals. Through determination, willpower and hard work YOU can be named one of Flagler’s Healthiest!

Good luck!
WAIVER AND RELEASE

Participation in this health behavior change program is voluntary. I elect to participate in this program at my own risk and on my own time. This activity is not work-related or work-required.

I understand that this challenge and its accompanying activities may result in injuries to the participants. I believe that I am in good health to safely participate in this program. If I am a minor, an expectant or breastfeeding mother, an individual over 35 years of age or if I have diabetes, chronic hypertension, high blood cholesterol, cardiovascular disease or any other illness, disease, health problem, medical condition or metabolic disorder requiring special dietary needs, I have been advised to consult with my primary health care provider for a professional opinion before enrolling in the program.

Any changes in my diet, including the use of food supplements, weight loss or activity level, are entirely my responsibility.

I have carefully read this waiver and release, and I fully understand that it is a release of liability. I expressly agree to release and discharge the authors of this program from any and all claims or causes of action. I agree to voluntarily give up or waive any right that I may otherwise have to bring a legal action against my employer or the authors of this program for personal injury resulting from my participation to this program.

To the extent that a waiver and release of negligence is also allowed in this state, this waiver and release is also a waiver and release of negligence. If any portion of this waiver and release is deemed to be invalid by a court of competent jurisdiction, the remainder of the waiver and release from liability shall remain in full force and in effect.

By signing this waiver and release, I acknowledge that I have read and understand the waiver and release and the disclaimer provided with this program. I also understand and acknowledge that this waiver and release cannot be modified verbally.

Signed: __________________________________________

Printed Name: __________________________________________

Date: __________________________________________

Health and Wellness Goal: __________________________________________