



Federal Bar Association

Policy No. 3-2: Health and Wellness

Approved By: Board of Directors

Date Approved: September 5, 2019

Date Effective: September 5, 2019

Policy:

The Federal Bar Association recognizes the importance of the care of the whole person. The FBA is dedicated to the active process of assisting its members in developing and maintaining, among others, the physical, social, emotional, occupational, and intellectual wellness of our members. The FBA pledges to offer programming, resources, and activities to encourage and promote these wellness categories among its members.

In-Person Meetings

Each year, the FBA hosts numerous in-person meetings at the national and chapter level. Chapter, Division, Section, and planning committee leaders should communicate wellness initiatives to participating FBA members at in-person meetings through the following methods:

Health and Wellness Activities & Resources

At each meeting, participants should be given at least one opportunity to participate in an organized fitness activity. Examples include, but are not limited to, organized fun runs/walks, group aerobics, hiking, resistance, flexibility and balance training, etc.

Planning committees should also identify health and wellness resources for each meeting. Wellness resources include any kind of information, advice, activity, facility, equipment and membership that promotes member health (physical, emotional and psychological) and fitness. Common examples include the location of facility gyms, running route information, aerobics class schedules, etc.

Nutritional Information

At each meeting, Chapter, Division, Section, and planning committee leaders should also provide participating members with nutritional information associated with conference/meeting meals. Leaders should also attempt to provide various dining options for those with special dietary needs. This can usually be accomplished by a simple request to the respective caterer or conference venue. This is all done in an effort to better educate our members about their dietary decisions. Categories of nutritional information/meal choices include, but are not limited to:

- Educational information on making health dietary choices (i.e. calorie counts, fat counts, sodium counts, etc.)
- Providing healthy food choices for members (i.e., vegetarian meals, vegan meals, etc.)
- Educational information on eating healthy while traveling
- Providing nutritious snacks and drinks, avoiding high sugar/artificial sugar selections.

Programming

Chapter, Division, Section, and planning committee leaders are encouraged to provide participating members with programming opportunities to better educate members on general healthy living to improve their overall physical and mental health. Accordingly, when providing CLE or other programming, it is recommended to reserve a portion of the programming to address these topics. Examples include the following:

- Plan and complete an activity that involves health and wellness
- Educational programming on work-life balance
- Productivity education
- Stress management education
- Healthy traveling tips
- Training on how to stay healthy while at the office
- Age appropriate physical activity guidelines

The FBA shall also provide opportunities for speakers to present webinars on health and wellness for the benefit of members on a quarterly basis at a minimum.

Communication

The FBA is committed to including a focus on health and wellness in its communication channels, including, but not limited to, *The Federal Lawyer*, website, blog, social media, and e-newsletter. Articles and posts shall be solicited from the membership and shall be published on a quarterly basis at a minimum.

Wellness Award

The FBA shall recognize Chapters, Sections, and Divisions who excel in promoting health and wellness through programming, resources, and activities. Wellness Awards shall be presented during the Awards Luncheon at the association's Annual Meeting and Convention each year.

Purpose:

The FBA believes it is in the best interests of the association and its members to support workplace well-being. The purpose of the policy is to empower and motivate members to take action to improve their overall well-being and to offer opportunities and programming that support the organization's commitment to health and wellness.

Change Notice: