



# 2022 Wellness Program Catalog

A guide to the University of Rochester's wellness  
benefits to help you maintain a healthy lifestyle

**TOTAL REWARDS**  
HUMAN RESOURCES  
UNIVERSITY OF ROCHESTER



# Important Notice Regarding the Well-U Wellness Program

The medical components of the Well-U program (which include the Personal Health Assessment, biometric screenings, lifestyle management program, condition management coaching, and Behavioral Health Partners) are a grouping of voluntary wellness programs available to all employees enrolled in the University of Rochester's Health Care Plan. Other components of Well-U, such as UR Medicine EAP and Wellness Programs, are available to all University employees regardless of Health Care Plan enrollment.

The Well-U program also offers financial rewards for employees, spouses, and domestic partners enrolled in a University Health Care Plan who participate in certain voluntary health screening activities and health management programs, as described below.

The Well-U program is administered in compliance with federal laws—including the Americans with Disabilities Act (ADA), the Genetic Information Non-discrimination Act (GINA), the Health Insurance Portability and Accountability Act (HIPAA), and the Affordable Care Act (ACA), among others—which permit employers to sponsor wellness programs that seek to improve employee health or prevent disease. This notice is intended to comply with requirements of those laws and to explain your legal rights and how your health information will be protected.

## Program Components and Financial Rewards

The Well-U Personal Health Assessment (PHA) program includes an online health survey, which asks a series of questions about your household and demographic information, health-related activities and behaviors, personal satisfaction and stress, physical activity levels, nutritional habits, sleep habits, substance use, health goals, and whether you have or had

certain medical conditions (e.g., cancer, diabetes, high cholesterol, heart disease, high blood pressure, pulmonary disease, depression or anxiety, low back pain, allergies, or stroke). The Well-U program also offers on-site biometric screenings, which will include your height, weight, body mass index (BMI), waist circumference, heart rate, and blood pressure as well as cholesterol and glucose levels (which requires a finger prick to obtain a small sample of blood).

The information from your PHA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks and may also be used to offer you services through other components of the Well-U program, such as lifestyle management, condition management coaching, or Behavioral Health Partners. You also are encouraged to share your results or concerns with your own doctor. The results of your biometric screenings will be entered into your electronic health record, where they can be accessed by your personal physician for treatment purposes (if your physician participates in the University's network).

Enrolled employees, spouses, and domestic partners who complete the PHA and all of the available biometric screenings will receive a taxable cash incentive of \$125. Although participation is completely voluntary and you are not required to complete the PHA or participate in the biometric screenings, only those employees, spouses, and domestic partners who do so will receive the \$125 reward. Enrolled children are not eligible to participate in the PHA, nor are they eligible for the cash incentive.

Additional cash incentives of up to \$200 may be available for enrolled employees, spouses, and domestic partners who participate in certain health man-

agement activities. Employees, spouses, and domestic partners may each earn \$100 for completion of a lifestyle management program and an additional \$100 for completion of a condition management coaching program.

Lifestyle management program options include individual programs for cholesterol management, nutrition, physical activity, or tobacco cessation and group programs for weight loss, stress reduction, mindfulness-based stress reduction, physical activity, and healthy lifestyles.

The condition management coaching program helps employees manage certain chronic health conditions, including asthma, atrial fibrillation, congestive heart failure, chronic obstructive pulmonary disorder, coronary artery disease, depression coaching & self-management, diabetes, high blood pressure, high cholesterol, low back pain, stroke, and weight loss. Eligible participants enrolled in a University Health Care Plan who are managing one or more of the chronic conditions listed above through the condition management coaching program may also qualify for reduced copays for their medications while actively participating in the condition management coaching program as well as for the remainder of the calendar year. The condition management prescription drug copay discount program (Rx/Dx) provides participants with a discount of their eligible prescription drug copay or a discount of their coinsurance for eligible diabetic supplies and equipment to treat these conditions or comorbid conditions under the University Health Care Plan. The condition management prescription drug copay discount program applies to eligible drugs only for the conditions listed above. Participants in the HSA-Eligible Plan are not eligible for this

discount until after meeting the deductible and before meeting their out-of-pocket maximum. 4822-8406-9713.1

There are no direct cash incentives for seeing a Behavioral Health Partners (BHP) provider (for treatment of stress, anxiety, or depression), but employee cost sharing is generally waived for BHP providers as part of the health plan design (except that employees enrolled in the HSA-Eligible Plan must first satisfy the plan deductible). If you are unable to participate in any of the activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. For example, if you are unable to attend one of the on-site biometric screening sessions, you may have the screenings performed and certified by your own health care provider. You may request a reasonable accommodation or an alternative standard by contacting the University Office of Total Rewards at (585) 275-2084. Recommendations of your personal physician will also be accommodated.

### **Protections from Disclosure of Medical Information**

The information you share in the Well-U program is kept confidential and is protected by several laws, including HIPAA and the Americans with Disabilities Act, as well as the University's internal policies. Although the Well-U program and the University may use aggregate information it collects to design a program based on identified health risks in the workplace, the Well-U program will never disclose any of your personal information either publicly or to the parts of the University considered to be your employer (except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program or as expressly permitted by law). Medical information that personally identifies you that is provided in connection with the Well-U program

will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

The information you share in the Well-U program will be used only to promote your health and may be forwarded to your personal physician or to other University health plans for purposes of treatment, payment, and health care operations. Specifically, the University of Rochester Health Care Plan (including the lifestyle management program, the condition management coaching program, Behavioral Health Partners, and Accountable Health Partners) and UR Medicine EAP are part of an Organized Health Care Arrangement, which means that protected health information can be shared among those plan components for purposes of treatment, payment, and health care operations without the need for your consent or authorization to use or disclose your health information to carry out these functions.

Only University employees and vendors responsible for administering or providing treatment services under the Health Care Plan and UR Medicine EAP, such as employees who work in the Office of Total Rewards, the School of Nursing, Center for Community Health and Prevention, Behavioral Health Partners, or Accountable Health Partners, have access to the Well-U program protected health information. This includes individuals with medical training such as physicians, internists, lipidologists, psychiatrists, clinical psychologists, nurse practitioners, registered nurses, social workers, registered dietitians, exercise specialists/physiologists, tobacco cessation counselors, and certified wellness coaches.

All medical information obtained through the Well-U program will be maintained separate from your personnel records. Information that is stored electronically will be secured when at rest and encrypted when in transit, and no

information you provide as part of the Well-U program will be used in making any employment decision. All individuals handling protected health information are trained in HIPAA privacy and security rules and subject to disciplinary action (up to and including termination of employment) if they inappropriately use or disclose your protected health information. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you within the timeframes required by law and our HIPAA policies.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the Well-U program and your medical treatment, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the Well-U program will abide by the same confidentiality requirements.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice or about protections against discrimination and retaliation, please contact the University Office of Total Rewards at (585) 275-2084.

The University reserves the right to amend or terminate Well-U programs at any time. Additional information on the programs may be found at [rochester.edu/well-u](http://rochester.edu/well-u) and the Summary Plan Description for the University of Rochester Welfare Benefits.

# Notice of Nondiscrimination

Strong Memorial Hospital and the University of Rochester Health Plans comply with applicable Federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex. Strong Memorial Hospital and the University of Rochester Health Plans do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Strong Memorial Hospital and the University of Rochester Health Plans:

- Provide free aids and services to people with disabilities to communicate effectively with us, such as:
  - Qualified sign language interpreters
  - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provide free language services to people whose primary language is not English, such as:
  - Qualified interpreters
  - Information written in other languages

If you need these services, contact Interpreter Services at (585) 275-4778.

If you believe that Strong Memorial Hospital or the University of Rochester Health Plans have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a grievance with the

SMH Grievance Coordinator  
601 Elmwood Ave. Box 612  
Rochester, NY 14642  
phone: (585) 275-0954  
fax: (585) 756-5584.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the

Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services  
200 Independence Avenue, SW  
Room 509F, HHH Building  
Washington, D.C. 20201  
1-(800) 368-1019  
(800) 537-7697 (TDD)

Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu))。

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)) 번으로 전화해 주십시오.

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

אויפמערקזאם: אויב איר רעדט אידיש, זענען פארהאן פאר אייך שפראך הילף סערוויסעס פריי פון אפצאל. רופט 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

লক্ষ্য করুন: যদি আপনি বাংলা, কথা বলতে পারেন, তাহলে নিঃখরচায় ভাষা সহায়তা পরিষেবা উপলব্ধ আছে। ফোন করুন 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

تېلېفونغا دەئاسمىلا تامدخ نەپ، تەغللا ركذا تىدنتە تىك ادا: تەلۈلمەقېرىد لىصنا. ناجملاب لىك رفاوتت 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)): هاتف الصم والبكم.

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

خبردار: اگر آپ اردو بولتے ہیں، تو آپ کو زبان کی مدد کی خدمات مفت میں دستیاب ہیں۔ کال کریں 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

ΠΡΟΣΟΧΗ: Αν μιλάτε ελληνικά, στη διάθεσή σας βρίσκονται υπηρεσίες γλωσσικής υποστήριξης, οι οποίες παρέχονται δωρεάν. Καλέστε 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

KUJDES: Nëse flitni shqip, për ju ka në dispozicion shërbime të asistencës gjuhësore, pa pagesë. Telefononi në 1-585-275-4778 (email: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)).

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# Start Your Wellness Journey

As we continue to navigate through these challenging times, we have transitioned current programs to be accessible wherever you are. As your partner in wellness, we're here to empower you with the education, coaching, and support to reach your health goals. From managing chronic conditions to supporting healthy lifestyles, emotional well-being, and more, we arm you with tools to take an active role in your wellness.

Getting healthy has its rewards, like feeling better, having more energy, or experiencing less pain. As an added benefit, you have the opportunity to receive up to \$325<sup>1</sup> per year for completing certain activities and programs.

Rest assured that any health information discussed during your wellness programs is not shared with your employer and is kept completely confidential.

The road to good health is not a destination, it's a journey. We'll be there to motivate, inspire, and keep you on track.

—Your Employee Wellness Team

## 2022 Well-U Program Eligibility

Programs	<ul style="list-style-type: none"> <li>• Faculty</li> <li>• Staff</li> <li>• Residents</li> <li>• Fellows</li> <li>• Spouses/domestic partners enrolled in a University Health Care Plan*</li> </ul>	<ul style="list-style-type: none"> <li>• Postdocs</li> <li>• Spouses/domestic partners enrolled in a University-Sponsored Health Care Plan</li> </ul>	Regular full-time/part-time <ul style="list-style-type: none"> <li>• Faculty</li> <li>• Staff (including SEIU members)</li> </ul> <b>NOT</b> enrolled in a University Health Care Plan
	Personal Health Assessment: Online Health Survey and Biometric Screening	Eligible (plus incentive) <sup>†</sup>	
Lifestyle Management Programs	Eligible (plus incentive) <sup>†</sup>		NOT Eligible
Condition Management Coaching	Eligible (plus incentive) <sup>†</sup>		NOT Eligible
Condition Management Rx/Dx Discount	Eligible		NOT Eligible
Wellness Programs <sup>‡</sup>	Eligible		
UR Medicine EAP <sup>‡</sup>	Eligible		
Behavioral Health Partners (BHP) <sup>§</sup>	Eligible	NOT Eligible	NOT Eligible

\* Including non-Medicare eligible retirees and spouses/domestic partners enrolled in a University Health Care Plan.

† Wellness programs can be found on page 5 of this catalog and online at [rochester.edu/totalrewards/well-u](http://rochester.edu/totalrewards/well-u).

‡ Eligibility for UR Medicine EAP includes all employees and their immediate family members.

§ Eligibility for Behavioral Health Partners (BHP) includes regular full-time and part-time faculty, staff, residents and fellows age 18 or older, non-Medicare eligible retirees enrolled in a University Health Care Plan, as well as spouses/domestic partners and dependent children of active employees or non-Medicare eligible retirees who are 18 or older and are enrolled in a University Health Care Plan. SEIU 1199 and SEIU Local 206 Union employees are not eligible for Behavioral Health Partners (BHP).

¶ Eligible participants can receive up to \$325 per calendar year. Earn \$125 for completing your Personal Health Assessment & Biometric Screening; earn \$100 for completing a lifestyle management program; earn \$100 for completing condition management coaching, if eligible.

The Employee Assistance Program for faculty and staff of the University of Rochester includes only UR Medicine EAP. The Personal Health Assessment, biometric screenings, lifestyle management programs, condition management coaching, Behavioral Health Partners (BHP), are part of the University Health Care Plan.

This document provides only a summary of some of the features of this plan. Detailed information on the plan is available on the Total Rewards website, [www.rochester.edu/totalrewards](http://www.rochester.edu/totalrewards), or a paper copy of the information is available for free from the Office of Total Rewards. The University reserves the right to modify, amend, or terminate the plan or programs at any time, including actions that may affect coverage, cost-sharing or covered benefits, as well as benefits that are provided to current and future retirees.

Individuals represented by collective bargaining agreements receive benefits in accordance with those agreements.

**Privacy notice**

The information you share in the Personal Health Assessment (PHA) and the results of your biometric screenings are kept confidential and are protected by several laws, including HIPAA and the Americans with Disabilities Act, as well as the University's internal policies. The information will be used only to promote your health, and may be forwarded to your personal physician or to other University health plans for purposes of treatment, payment, and health care operations. Specifically, the University of Rochester Health Care Plan (including condition management coaching, lifestyle management programs and Behavioral Health Partners) and UR Medicine EAP are part of the Organized Health Care Agreement, which means that protected health information can be shared among those plan components for purposes of treatment, payment, and health care operations without the need for your consent or authorization to use or disclose your health information to carry out these functions. Only University employees and vendors responsible for administering those plans, such as employees who work in the Office of Total Rewards, the School of Nursing, Center for Community Health & Prevention, and Behavioral Health Partners, who perform services for the plan, have access to protected health information. Those employees are trained on privacy procedures and are subject to disciplinary action for failure to comply. The types of information obtained in the PHA include demographics and employment information, lifestyle habits, and personal medical history.

1 Certain programs are subject to eligibility. See eligibility chart at right.

# Personal Health Assessment: Online Health Survey and Biometric Screening

Whether you want to make changes to your daily routine or you're seeking out help with life's challenges, start with the following programs to identify your health and wellness priorities.

## Complete your online health survey<sup>1</sup>

The confidential, self-administered survey asks a series of questions about your lifestyle habits, health history, and current health status.



Earn \$125 for completing your Online Health Survey

## Schedule your biometric screening<sup>1</sup>

A registered nurse will conduct your screening, which includes

- Blood glucose
- Blood pressure
- Body Mass Index (BMI)
- Heart rate
- Triglycerides
- Abdominal girth
- Weight

Your nurse will discuss your results with you privately and offer you recommendations to improve your well-being. Log in at [urwell.rochester.edu](http://urwell.rochester.edu) to view past results, personalized recommendations, and resources.

## Participate in programs and events<sup>1</sup>

- Lifestyle management programs and condition management coaching are available to eligible individuals. Programs and events are offered via telehealth, in-person, and telephone. See the Well-U website for the most up-to-date information.
- Try a new fitness class, participate in a wellness challenge, or request events for your whole department.

### Note

Used to denote whether a Well-U program is virtual, in person, or both



Virtual



In Person

<sup>1</sup> Certain programs are subject to eligibility. See eligibility chart on page 6.

# Lifestyle Management Programs

When it comes to improving your health, even small changes make a lasting impact. Well-U's lifestyle management team of physicians, nurse practitioners, registered dietitians, exercise specialists, and lifestyle counselors will help you get started with tools to make healthy changes for life.

## Group Programs

### Weight Loss

Enjoy one-on-one and group support with expert guidance. Explore different methods of tracking your nutrition and physical activity to achieve maximum results.

### Mindfulness-Based Stress Reduction

Explore the studied practice of living mindfully and find out how meditation can help provide more balance, stability, and satisfaction. May include a daylong silent retreat.

### Nutrition Basics

Gain a greater understanding of each macronutrient and how they support general health. Review the latest guidelines and recommendations and learn about various dietary patterns. Discover how better nutrition helps you live longer and prevent chronic disease.

### Fitness 101

Learn the basic components of physical fitness and how to build your own exercise program, find out how to prevent injury and manage recovery, and explore personal challenges to staying motivated. Program includes modified in-session workouts.

### Stress Reduction

Gain practical skills around communication, goal setting, and meditation to manage your stress, improve your relationships, find a healthier work-life balance, and refocus your priorities.

## Individual Programs

### Cholesterol Management

Discover how small changes to diet and exercise can help you lower your cholesterol and reduce your risk of heart disease and stroke.

### Tobacco Cessation

Let our Nurse Practitioner and team of expert counselors assist you on your path towards freedom from smoking or vaping. Together, you will develop a plan to manage withdrawal symptoms, prevent relapses and improve your overall health.

### Fitness 201

Develop a personal strength training program with expert supervision on goal setting and form. Sessions include assessments and guided, personalized workouts. Contact for availability.

### Nutrition & You

Address personal nutrition goals and individual dietary needs to better manage existing health concerns and prevent chronic diseases such as high blood pressure, prediabetes/diabetes, weight management, and more.

## Lifestyle Management Programs: More Information

[urwell.rochester.edu/programs](http://urwell.rochester.edu/programs)

(585) 602-0720

[URWell.Lifestyle@urmc.rochester.edu](mailto:URWell.Lifestyle@urmc.rochester.edu)

Ask about bringing a group program or presentation to your department through Well-U's departmental requests. View the website for more information.



**Earn \$100 for completing a lifestyle management program**

Certain programs are subject to eligibility. See eligibility chart on page 6.



Earn \$100 for completing  
condition management  
coaching

Certain programs are subject to eligibility. See  
eligibility chart on page 6.

# Condition Management Coaching

Wellness coaching is designed to give you the tools you need to manage your chronic condition successfully. Work one-on-one with a coach to help you achieve your best health by focusing on your physical, emotional, and social well-being.

## Individual Coaching

### Asthma<sup>2</sup>:

Breathe easier and feel better by learning how to manage your environment, use medications properly, and avoid harmful triggers.

### Atrial Fibrillation:

Learn how to manage your A-fib, including medication usage and taking precautions to prevent complications.

### Chronic Obstructive Pulmonary Disease (COPD):

Learn how to stay healthy, avoid flare-ups, and recognize warning signs that tell you to call your doctor. Work with your coach to modify daily activities to avoid breathlessness and minimize complications.

### Coronary Artery Disease<sup>2</sup> (CAD):

Discover what causes CAD and take steps to reduce your risk. Create a nutrition and exercise plan to keep your heart healthy and learn how to manage your medications to keep symptoms in check.

### Depression Coaching and Self-Management:

Identify lifestyle choices that will help you manage the symptoms of depression, then learn how to recognize and avoid choices that make symptoms worse. Find out how exercise, nutrition, sleep, socialization, and stress reduction can be used to lessen symptoms.

### Diabetes<sup>2</sup>:

Keep blood sugar, blood pressure, weight, and cholesterol in check through proper nutrition and exercise. Learn to identify symptoms of hypoglycemia and hyperglycemia and what to do when they occur.

### Healthy Weight:

Reach a healthy weight and maintain it for life. Understand the physical and psychological reasons that people are overweight and determine the most effective nutritional, exercise, and lifestyle strategies to help you accomplish your goals.

### Heart Failure<sup>2</sup>:

Reduce strain on your heart by eating well and moving more. Recognize signs to seek medical attention.

### High Blood Pressure<sup>2</sup>:

Achieve and maintain a healthy blood pressure by developing a nutrition and exercise plan that will work for you. Review how to manage medications to maximize their effectiveness.

### High Cholesterol:

Achieve and maintain healthy lipid levels through specific dietary changes, weight control, and exercise.

### Lower Back Pain:

Explore ways to manage your low back pain through simple lifestyle changes such as best body mechanics, helpful exercises, and proper footwear.

### Stroke:

Learn self-management techniques and lifestyle changes to deal with the consequences of a stroke. Avoid future strokes by learning to control blood pressure and lipid levels through nutrition, exercise, and proper medication management.

<sup>2</sup> Through Well-U's Rx/Dx incentive program, those who enroll in condition management coaching for diabetes, high blood pressure, asthma, coronary artery disease, or heart failure are eligible to receive a qualified program-related prescription discount during active program participation and for the remainder of the calendar year. Talk to your wellness coach for more details.

## Condition Management Coaching: More Information

[urwell.rochester.edu/programs](http://urwell.rochester.edu/programs) | Phone: (585) 275-6300

[URWell.Programs@urmc.rochester.edu](mailto:URWell.Programs@urmc.rochester.edu)

# Wellness Programs

The University of Rochester's award-winning health and wellness department offers programs and events to improve your fitness, reduce stress, and encourage healthy habits.

## Fitness Classes

Free high- or low/moderate-intensity fitness classes, including boot camp, yoga, strength training, PiYo, and toning. Take these classes live or view recorded versions at any time.

## Fitness Training Programs

Learn to Run is an eight-week program that guides runners to safely meet their goals. No running experience is needed.

## Wellness Challenges

Individual and team challenges are hosted throughout the year to encourage you to get moving and build a lifestyle of good health. Both University-wide and departmental challenges are available.

## Stress-Free Zones

Take a mental break to enjoy adult coloring, plant a personal garden, and other activities that inspire personal quiet time for you to relax.

## Guided Relaxation

Press pause during the busy workday and get ready to take a deep breath to relieve tension.

## Traveling Spa

Relax and unwind with a back and neck massager, assorted teas, manicure supplies, aromatherapy items, and more.



## Be in Balance

Look for this logo in Café 601 to find healthy meal options and get rewarded for your smart choices.

## Well-U Champions

Become the voice of wellness for your department! Champions have the opportunity to bring Well-U programs to their department and are encouraged to promote wellness in their own personalized ways. All champions will receive a FitKit for their department, which includes a selection of resistance bands, a yoga mat, Fit Dice, and more.

## Departmental Wellness Challenges

Utilize premade challenges to help build a framework for healthy habits for yourself and your coworkers. Well-U provides the idea, templates, and prizes for you.

## Department Requests

Bring Well-U programs directly to your department by filling out the Well-U department request form found on the Well-U website.

## Wellness Programs: More Information

[rochester.edu/well-u](https://rochester.edu/well-u)

(585) 273-5240

[Well-U-info@rochester.edu](mailto:Well-U-info@rochester.edu)

# Emotional and Mental Health

With life comes challenges. The University provides programs and resources to help you thrive in everyday life.

## UR Medicine EAP

Professional and confidential guidance provided at no cost for employees and their immediate family members. UR Medicine EAP (Employee Assistance Program) will help assess issues and provide short-term counseling and referrals as needed with life events, including:

- child and adolescent issues
- coping and chronic illness
- family, marriage, and other relationship issues
- grief and bereavement
- legal and financial concerns
- addictions
- anxiety or depression
- domestic violence
- eating disorders
- stress-related illness
- work-related stressors

## Additional EAP programs

### Working Parents Network

A chance for working parents to gather with other career-minded parents for advice and support.

### EAP Supervisor Series

Supervisors may attend one or all classes in this series designed to examine your current managerial practices, expand your knowledge of the resources available to you and your employees, and discover alternative ways to deal with conflicts.

## Behavioral Health Partners (BHP)

A unique mental health service offering individual therapy, medication management, and consultations with primary care physicians. These confidential, short-term, evidence-based treatments are available for stress, anxiety, and depression. BHP offers:

- easy access
- day and evening hours
- telehealth services

## UR Medicine EAP: More Information

[urmc.rochester.edu/eap](https://urmc.rochester.edu/eap)

Online Appointment Requests:

[urmc.rochester.edu/eap/request-an-appointment.aspx](https://urmc.rochester.edu/eap/request-an-appointment.aspx)

(585) 276-9110

[eap@urmc.rochester.edu](mailto:eap@urmc.rochester.edu)

## Behavioral Health Partners: More Information

[bhp.urmc.edu](https://bhp.urmc.edu)

(585) 276-6900

[bhp@urmc.rochester.edu](mailto:bhp@urmc.rochester.edu)

## Additional Resources

**Excellus BlueCross BlueShield**  
1 (800) 659-2808 or (585) 232-2632  
[Excellusbcbs.com/ur](http://Excellusbcbs.com/ur)

**Dental Plans**  
1 (800) 724-1675  
[Excellusbcbs.com](http://Excellusbcbs.com)

**UR Employee Pharmacy**  
(585) 276-3900  
[Urmc.rochester.edu/pharmacy/pharmacies/employee](http://Urmc.rochester.edu/pharmacy/pharmacies/employee)

**Accountable Health Partners (AHP)**  
1 (888) 457-7463  
[Ahpnetwork.com](http://Ahpnetwork.com)

**Goergen Athletic Center**  
(585) 275-7643  
[Rochester.edu/athletics/facilities](http://Rochester.edu/athletics/facilities)

**URMC Fitness Center**  
(585) 275-2437  
[urmc.rochester.edu/fitness-center](http://urmc.rochester.edu/fitness-center)

**YMCA Member Discount**  
All regular full-time and part-time faculty and staff (including union members) are eligible for a discounted YMCA membership. In addition to a discounted membership, employees will have their joining fee waived, have access to all locations within the Greater Rochester area plus Canandaigua, and more.  
(585) 784-3852  
[Rochesterymca.org/university-of-rochester](http://Rochesterymca.org/university-of-rochester)

**Weekly Wellness**  
Sign up for Weekly Wellness, a weekly email newsletter from the Well-U team.  
[Rochester.edu/human-resources/benefits/well-u/](http://Rochester.edu/human-resources/benefits/well-u/)

# Virtual Programs and In-Person Services

## Virtual Programs

- Online Health Survey
- Weight Loss
- Mindfulness-Based Stress Reduction
- Nutrition Basics
- Fitness 101
- Fitness 201
- Stress Reduction
- Cholesterol Management
- Tobacco Cessation
- Nutrition and You
- Asthma Coaching
- Atrial Fibrillation Coaching
- Chronic Obstructive Pulmonary Disease (COPD) Coaching
- Coronary Artery Disease Coaching
- Depression Coaching and Self-Management
- Diabetes Coaching
- Healthy Weight Coaching
- Heart Failure Coaching
- High Blood Pressure Coaching
- High Cholesterol Coaching
- Lower Back Pain Coaching
- Stroke Coaching
- University-wide Wellness Challenges<sup>3</sup>
- Fitness Classes
- Guided Relaxation
- Department Requests
- Working Parents Network

- EAP Supervisor Series
- Mental Health Services

## In-Person Services

- Biometric Screening
- Weight Loss
- Mindfulness-Based Stress Reduction
- Cholesterol Management
- Tobacco Cessation
- Nutrition and You
- Fitness 201
- Asthma Coaching
- Atrial Fibrillation Coaching
- Chronic Obstructive Pulmonary Disease (COPD) Coaching
- Coronary Artery Disease Coaching
- Diabetes Coaching
- Healthy Weight Coaching
- Heart Failure Coaching
- High Blood Pressure Coaching
- High Cholesterol Coaching
- Lower Back Pain Coaching
- Stroke Coaching
- Departmental Wellness Challenges<sup>3</sup>
- Fitness Training Programs
- Stress-Free Zones<sup>3</sup>
- Traveling Spa
- Be in Balance
- Department Requests
- Mental Health Services

<sup>3</sup> Program items can be arranged for pick-up

# Health Commitment: Goal Template

Looking for more? As an optional exercise, try making a personal wellness goal to stay on track!

You want to stay in control of your health, but often you get focused on other things and your own personal health gets pushed to the side. It takes work to achieve good health, and your first priority is to be honest with yourself as to where your health is at the present moment, where you want to be, and what you need to do to reach your goals. Use this worksheet to help outline your personal health goal.



## Well-U Personal Health Goal Contract

Based on an awareness of my present health status,

I, \_\_\_\_\_,

have decided to set the following personal health goal by the following

date, \_\_\_\_\_.

My health improvement goal is:

\_\_\_\_\_  
\_\_\_\_\_

The ways that I will accomplish this health improvement goal are:

\_\_\_\_\_  
\_\_\_\_\_

The advantages to me for achieving this goal are:

\_\_\_\_\_  
\_\_\_\_\_

The difficulties for me in doing this are:

\_\_\_\_\_  
\_\_\_\_\_

The ways that I will overcome my difficulties in order to reach my goal are:

\_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### Tips for Reaching Your Health Goal

- Find out what your motivation is. Are you doing it to please someone else or for yourself?
- Stick with it. It takes about a month to form a habit.
- Don't wait. The longer you delay, the longer it will take to reach your goals.
- Start with one small change. If you try to make too many changes at once, you will be overwhelmed and it will be easier to give up.
- Don't beat yourself up if you don't get it right the first time. Just get up and try again.
- Surround yourself with people who support you and your goals.





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