

# PA 11: Health, Safety and Wellbeing

## Rationale

This credit recognizes institutions that support and foster a holistic approach to student and employee health, safety, and wellbeing.

## Applicability

Applicable to all institutions.

## Points available

A maximum of 3 points are available for this credit.

## Criteria

### 11.1 Student wellbeing and assistance programs

An institution earns 1 point when it has programs for students that include A) physical health services, B) behavioral health services, C) free contraception and/or safer sex supplies, D) contemplative and/or spiritual activities, E) a campus safety committee that brings together students from vulnerable groups and management, F) an emergency financial assistance fund, and G) a student food security initiative. Partial points are available and earned as outlined in Table I.

Table I. Points earned for indicator 11.1

Criterion	Points available	Points earned
A. Institution makes physical health services available to students.	0.143	
B. Institution makes behavioral health services available to students.	0.143	
C. Institution makes free contraception and/or safer sex supplies available to students.	0.143	
D. Institution makes contemplative and/or spiritual activities available to students.	0.143	

E. Institution has a campus safety committee that brings together students from vulnerable groups and management in the development and review of policies and procedures related to student safety and violence prevention.	0.143	
F. Institution has an emergency assistance fund that provides grants to students who are experiencing financial difficulties.	0.143	
G. Institution has a food bank/pantry, meal donation program, or similar initiative that provides food at no cost to students experiencing food insecurity.	0.143	
Total points earned →		

## Measurement

Report on the current status of the institution's programs and initiatives. Services sponsored by entities of which the institution is part (e.g., government or university system) qualify as long as the institution actively participates in them.

## Documentation

Report the following information in the online Reporting Tool.

- Does the institution make physical health services available to students? (required). For example, an on-site medical clinic or a referral service.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution's physical health services for students
- Does the institution make behavioral health services available to students? (required). For example, an on-site counseling program, a referral service, or a harm reduction initiative.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution's behavioral health services for students
- Does the institution make sexual and reproductive health services available to students? (required)

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution's sexual/reproductive health services for students

- Does the institution make contemplative and/or spiritual activities available to students? (required). For example, organized meditation, mindfulness, yoga, prayer, or ritual activities.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s contemplative and spiritual activities for students
- Does the institution have a campus safety committee that brings together students from vulnerable groups and management in the development and review of policies and procedures related to student safety and violence prevention? (required). This may include student representation on the institution's campus safety committee or a dedicated student safety committee that meets with management representatives on a regular basis. Vulnerable groups include women; marginalized racial, ethnic, and Indigenous groups; and the LGBTQ+ community.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s student safety and violence prevention committee
- Does the institution have an emergency assistance fund that provides grants or interest-free loans to students who are experiencing financial difficulties? (required)

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s emergency assistance fund for students
- Does the institution have a food bank/pantry, meal donation program, or similar initiative that provides food at no cost to students experiencing food insecurity? (required)

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s student food security initiatives

## 11.2 Employee wellbeing and assistance programs

An institution earns 1 point when it has programs for **employees** that include A) physical health services, B) behavioral health services, C) fitness activities, D) contemplative and/or spiritual activities, E) a workplace health and safety committee, and F) an emergency financial assistance fund. Partial points are available and earned as outlined in Table II.

Table II. Points earned for indicator 11.2

Criterion	Points available	Points earned
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A. Institution makes physical health services available to employees.	0.167	
B. Institution makes behavioral health services available to employees.	0.167	
C. Institution makes free or reduced cost fitness activities available to employees.	0.167	
D. Institution makes contemplative and/or spiritual activities available to employees.	0.167	
E. Institution has an institution-wide committee or network of committees that brings together workers and management in the development and review of workplace health and safety policies and procedures.	0.167	
F. Institution has an emergency assistance fund that provides grants or interest-free loans to employees who are experiencing financial difficulties.	0.167	
Total points earned →		

## Measurement

Report on the current status of the institution's programs and initiatives. Services sponsored by entities of which the institution is part (e.g., government or university system) qualify as long as the institution actively participates in them.

The direct participation of workers may qualify for criterion E., for example, when the workplace is too small to warrant a formal committee.

## Documentation

Report the following information in the online Reporting Tool.

- Does the institution make physical health services available to employees? (required). For example, an on-site medical clinic or a referral service.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution's physical health services for employees
- Does the institution make behavioral health services available to employees? (required). For example, an on-site counseling program, a referral service, or a harm reduction initiative.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s behavioral health services for employees
- Does the institution make free or reduced cost fitness activities available to employees? (required). For example, gym access or organized outdoor activities.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s fitness activities for employees
- Does the institution make contemplative and/or spiritual activities available to employees? (required). For example, organized meditation, mindfulness, yoga, prayer, or ritual activities.

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s contemplative and spiritual activities for employees
- Does the institution have an institution-wide health and safety committee or network of committees that brings together workers and management in the development and review of workplace health and safety policies and procedures? (required)

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s workplace health and safety committees
- Does the institution have an emergency assistance fund that provides grants or interest-free loans to employees who are experiencing financial difficulties? (required)

*If Yes, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s emergency assistance fund for employees

### 11.3 Smoke free environments

An institution earns 1 point when it A) prohibits smoking within all occupied buildings that it owns or leases and B) restricts outdoor smoking, or C) prohibits smoking and tobacco use across the entire campus. Partial points are available and earned as outlined in Table III.

Table III. Points earned for indicator 11.3

Criterion	Points available	Points earned
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A. Institution prohibits smoking within all occupied buildings that it owns or leases.	0.5	
B. Institution restricts outdoor smoking.	0.5*	
C. Institution prohibits smoking and tobacco use across the entire campus.	1*	
Total points earned →		Up to 1

\* Criterion A must be met to earn any further points.

## Measurement

Report on the current status of the institution’s policies and programs. Policies adopted by entities of which the institution is part (e.g., government or university system) qualify as long as the policies apply to and are followed by the institution.

Report on “smoking” as defined by the institution (e.g., to include or exclude vaping).

## Documentation

Report the following information in the online Reporting Tool.

- Does the institution prohibit smoking within all occupied buildings owned or leased by the Institution? (required)
- Does the institution restrict outdoor smoking? (required). For example, by designating smoking areas or smoke free spaces or by only allowing smoking at specific outdoors events.
- Does the institution prohibit smoking and tobacco use across the entire campus? (required). Ceremonial or spiritual practices that involve smoking may be allowed.

*If Yes to any of the three preceding questions, the following field is also required:*

- Narrative and/or website URL providing an overview of the institution’s smoke-free policies

## Glossary

**Employees** – Personnel compensated directly by the institution (unless otherwise specified in credit language). Also known as “staff members” or “direct employees”, employees include academic, non-academic, and executive staff and regular/permanent and short-term/casual employees.