

# The Importance of Creating a Culture of Health in the Workplace

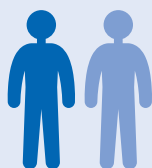
**Workplace Solutions**  
From the American Cancer Society

More than half of all cancer deaths could be prevented by making healthy choices like not smoking, staying at a healthy weight, eating right, keeping active, and getting recommended screening tests. Why does this matter to you, as an employer? This means you can help prevent the leading cause of death in your workforce. If all employers join in the fight, together we can help prevent cancer in all working Americans, which is about half of the United States population. Changing the culture of health in our workplaces is beneficial to employers and employees – improving employee health, productivity, and retention, while helping to control health care costs.



## POOR EMPLOYEE HEALTH

**1 in 2 adults**



have been diagnosed with at least one chronic disease.<sup>1</sup>



**2 out of 3 adults** are overweight or obese.<sup>2</sup>



Men have a **1-in-2** lifetime risk of developing cancer.<sup>3</sup> Women have a **1-in-3** lifetime risk of developing cancer.<sup>3</sup>

## IMPACT OF EMPLOYEE HEALTH BEHAVIORS



### Tobacco Use

Smokers average



in absenteeism<sup>4</sup>

Non-smokers average



The Society estimates that



**30%** of cancer deaths are caused by tobacco use.<sup>3</sup>

**1 in 2 smokers will die of tobacco-related diseases.**<sup>5</sup>



### Nutrition

Obesity costs:



**\$1,850-\$5,500**

more than normal weight individual's health care costs<sup>6</sup>



in annual losses to businesses can be attributed to obesity-related job absenteeism<sup>7</sup>



### Physical Activity

Employees spend



**more than half**

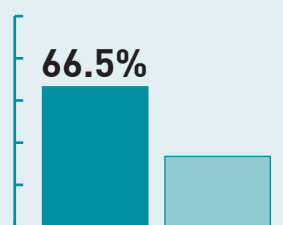
of their waking hours at work and spend the majority of that time sitting.<sup>8</sup>



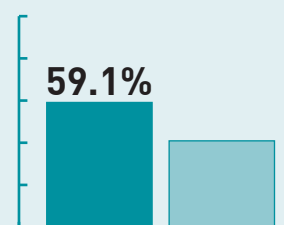
Time spent sitting increases mortality risk independent of physical activity levels.<sup>9</sup>



### Preventive Screenings



OF WOMEN OVER 40 received a mammogram<sup>10</sup>



OF MEN AND WOMEN OVER 50 received colorectal cancer screening<sup>10</sup>

## BENEFITS FOR EMPLOYERS AND EMPLOYEES

Wellness program participants averaged 3 fewer sick days than non-participants in one 6 year study.<sup>11</sup>

### IMPROVE MORALE AND ATTRACT AND RETAIN TALENT

Employees who participate in wellness programs are more likely to stay with their employer.



say benefits are an important factor in deciding to remain with their current company.<sup>12</sup>

### IMPROVE HEALTH BEHAVIORS



Individualized programs to increase physical activity and incorporate it into daily routines provide a **35% increase in time spent** being active and a **64% increase in amount of calories burned**.<sup>13</sup>

## RETURN ON INVESTMENT

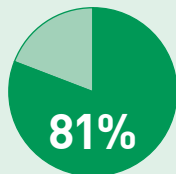
### AVERAGE ROI OF CORPORATE WELLNESS:



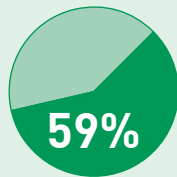
**\$3.27 for every \$1 spent on medical costs<sup>14</sup>**



**\$2.73 for every \$1 spent on absenteeism<sup>14</sup>**



81% of large employers



59% of all employers believe their wellness programs improve employee health.<sup>15</sup>

The American Cancer Society recognizes that creating a culture of health in your workplace is a time-consuming and sometimes difficult task. We work with our corporate partners to help them assess the current status of their wellness program and develop a tangible plan for creating a culture of health. Improving the health of the workforce by improving health behaviors helps reduce the burden of cancer. Learn more at [acsworkplacesolutions.com](http://acsworkplacesolutions.com).

## USING THE TOOLS



### Benefits

Provide **100% coverage** for cancer screening. This benefit increases breast cancer screenings by a median of **11.5%**.<sup>16</sup>



### Policies

Enhance access for physical activity. This policy change leads to an **8.2% increase in calories burned**, with a **48.4%** median increase in the amount of weekly physical activity.<sup>13</sup>



### Programs

Offer a multicomponent tobacco-cessation intervention that includes telephone support. Enacting these multicomponent programs **increases quit rates by a median of 6.4%**.<sup>17</sup>



### Tracking

Tracking employee health stats and participation in wellness programs can help show results. A review of employers that tracked employee exercise showed **62% found an improvement in employee physical activity** after implementation of a physical activity program at work.<sup>18</sup>



### Communication

Survey employees about health behaviors, give feedback, and offer health education programs. When this process was used for tobacco use, smoking rates had a median **decrease of 13.3%** and the percentage of **employees who quit was 17.8%**.<sup>19</sup>



We **save lives** and create more birthdays by helping you stay well, helping you get well, by finding cures, and by fighting back.

[cancer.org](http://cancer.org) | 1.800.227.2345

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