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2025 **WELLNESS PROGRAM** CATALOG  
FOR UNIVERSITY OF ROCHESTER EMPLOYEES



**TOTAL REWARDS**  
HUMAN RESOURCES  
UNIVERSITY OF ROCHESTER

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*Ask about bringing a group program or presentation to your department through Well-U's departmental requests. For more information: [rochester.edu/human-resources/benefits/well-u/programs-resources/well-u-department-requests/](https://rochester.edu/human-resources/benefits/well-u/programs-resources/well-u-department-requests/)*

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Well·U

## Important Notice Regarding the Well-U Wellness Program

The medical components of the Well-U program (including the Personal Health Assessment, which consists of the online health survey 1, the online health survey 2, and a biometric screening; 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 voluntary 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 Nondiscrimination 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 the online health survey 1, the online health survey 2, and a biometric screening program. The PHA's online health survey 1 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, and health goals. The PHA's online health survey 2 includes a series of questions about whether you have had certain medical conditions, including but not limited to cancer, diabetes, high cholesterol, heart disease, high blood pressure, pulmonary disease, depression or anxiety, low back pain, allergies, osteoarthritis or stroke, irritable bowel syndrome, inflammatory bowel disease, and menopause. The PHA program also offers on-site biometric screenings, which will include your height, weight, body mass index (BMI), abdominal girth, 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 online health survey 2 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 en-

couraged 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 completely voluntary online health survey 1 will receive a taxable cash incentive of \$125. Participants are not required to complete the online health survey 2 or participate in the biometric screenings. No financial incentive will be paid for completing the online health survey 2 or participating in the biometric screening. Enrolled children are not eligible to participate in the PHA's online health survey 1 or the online health survey 2 nor the biometric screening, 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 management 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 but not limited to asthma, atrial fibrillation, congestive heart failure, chronic obstructive pulmonary disorder, coronary artery disease, depression coaching and self-management, diabetes, high blood pressure, high cholesterol, low back pain, stroke, osteoarthritis, weight loss, irritable bowel syndrome, inflammatory bowel disease, and menopause.

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. 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.

The Well-U program includes periodic events or wellness challenges through which you could receive non-cash prizes or awards.

Under IRS guidelines, the value of some of these prizes or awards is treated as taxable wages for reporting and withholding purposes.

### 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 and Availability of Language Assistance Services

### Discrimination is Against the Law

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 (including limited English proficiency and primary language), age, disability, or sex (consistent with the scope of sex discrimination described at 45 CFR § 92.101(a)(2)). The University of Rochester Health Plans do not exclude people or treat them less favorably because of race, color, national origin, age, disability, or sex.

The University of Rochester Health Plans:

- Provide people with disabilities reasonable modifications and free appropriate auxiliary aids and services 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 assistance services to people whose primary language is not English, which may include:
  - Qualified interpreters
  - Information written in other languages.

If you need reasonable modifications, appropriate auxiliary aids and services, or language assistance services, contact Interpreter Services at (585) 275-4778.

If you believe that 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 obtain a copy of the grievance procedure and/or file a grievance with:

**Office of Total Rewards, 60 Corporate Woods, Suite 310, PO Box 270453, Rochester, NY 14627, Phone: (585) 275-2084, Fax: (585) 272-0227, Email: [totalrewards@rochester.edu](mailto:totalrewards@rochester.edu).**

You can file a grievance in person or by mail, fax, or email. If you need help filing a grievance, the Office of Total Rewards is available to help you.

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>.*

*This notice is available at the University of Rochester Health Plans website(s): <https://www.rochester.edu/human-resources/benefits/legal-notice/>*

ATTENTION: If you speak English, free language assistance services are available to you. Appropriate auxiliary aids and services to provide information in accessible formats are also available free of charge. Call 1-585-275-4778 (email: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) or speak to your provider."

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. También se encuentran disponibles de forma gratuita ayudas y servicios auxiliares adecuados para proporcionar información en formatos accesibles. Llame al 1-585-275-4778 (correo electrónico: [Interpreter\\_services@urmc.rochester.edu](mailto:Interpreter_services@urmc.rochester.edu)) o hable con su proveedor.

注意：如果您说中文，我们可以为您提供免费语言协助服务，也可以免费提供适当的辅助工具与服务，以无障碍格式提供资讯。请致电 1-585-275-4778（电子邮件： [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)）或向您的提供者讨论。

ВНИМАНИЕ: Если вы говорите по-русски, вам доступны бесплатные услуги языковой помощи. Соответствующие вспомогательные средства и услуги по предоставлению информации в доступных форматах также предоставляются бесплатно. Позвоните по телефону 1-585-275-4778 (электронная почта: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) или поговорите со своим поставщиком медицинских услуг.

ATANSYON: Si w pale kreòl ayisyen, sèvis asistans lang gratis disponib pou ou. Èd ak sèvis oksilyè apwovye pou bay enfòmasyon nan fòm aksesib yo disponib tou gratis. Rele 1-585-275-4778 (imel: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) oswa pale ak founisè w la.

주의: [한국어]를 사용하시는 경우 무료 언어 지원 서비스를 이용하실 수 있습니다. 이용 가능한 형식으로 정보를 제공하는 적절한 보조 기구 및 서비스도 무료로 제공됩니다. 1-585-275-4778(이메일: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) 번으로 전화하거나 서비스 제공업체에 문의하십시오."

ATTENZIONE: Se parli italiano sono a tua disposizione servizi gratuiti di assistenza linguistica. Sono inoltre disponibili gratuitamente ausili e servizi adeguati per fornire informazioni in formati accessibili. Chiama il numero 1-585-275-4778 (e-mail: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) o parla con il tuo fornitore.

אנשים: איך איר רעדט יידיש, זענען די שפראך הילף סערוויסעס פאר דא פריי פריי. צענענען אירס און באדיענעס פאר פראווידינג אפגאנגענע 1-585-275-4778 (E- [מיייל: Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) אדער רופן 1-585-275-4778 (E- [מיייל: Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu))).

মনোযোগ দিন: যদি আপনি বাংলা বলেন তাহলে আপনার জন্য বিনামূল্যে ভাষা সহায়তা পরিষেবাদি উপলব্ধ রয়েছে। অ্যাডেসযোগ্য ফরম্যাটে তথ্য প্রদানের জন্য উপযুক্ত সহায়ক সহযোগিতা এবং পরিষেবাদিও বিনামূল্যে উপলব্ধ রয়েছে। 1-585-275-4778 (ইমেইল: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) নম্বরে কল করুন অথবা আপনার প্রদানকারীর সাথে কথা বলুন।"

UWAGA: Jeśli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Odpowiednie pomoce pomocnicze i usługi umożliwiający dostarczenie informacji w przyszłych formatach są również dostępne bezpłatnie. Zadzwoń pod numer 1-585-275-4778 (e-mail: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) lub porozmawiaj ze swoim dostawcą.

تنبيه: إذا كنت تتحدث اللغة العربية، فإن خدمات المساعدة اللغوية المجانية متاحة لك. تتوفر أيضًا المساعدات والخدمات المساعدة المناسبة لتوفير المعلومات بتسويات أو تحديث إلى مزيد من الصيغ المتاحة مجانًا. اتصل بالرقم 1-585-275-4778 (البريد الإلكتروني: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) أو تحدث مع مزود الخدمة الخاص بك.

ATTENTION : Si vous parlez français, des services d'assistance linguistique gratuits sont à votre disposition. Des aides et services auxiliaires appropriés pour fournir des informations dans des formats accessibles sont également disponibles gratuitement. Appelez le 1-585-275-4778 (e-mail : [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) ou parlez à votre fournisseur.

نوٹ: آپ اردو بولتے ہیں تو آپ کے لیے مفت اینڈجویج سپورٹ سروسز دستیاب ہیں۔ قابل رسائی فز میٹس میں معلومات فراہم کرنے کے لیے مناسب معاون یا اپنے فراہم کنندہ سے بات کریں۔ (E-mail: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) یا (فون: 1-585-275-4778 پر کل کریں)

PAUNAWA: Kung nagsasalita ka ng Tagalog, magagamit mo ang mga libreng serbisyo sa tulong sa wika. Ang naaangkop na mga pantulong na tulong at serbisyo upang magbigay ng impormasyon sa mga naa-access na format ay makukuha rin nang walang bayad. Tumawag sa 1-585-275-4778 (email: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) o makipag-usap sa iyong provider.

ΠΡΟΣΟΧΗ: Εάν μιλάτε ελληνικά, διατίθενται δωρεάν υπηρεσίες γλωσσικής βοήθειας. Τα κατάλληλα βοηθητικά βοηθήματα και υπηρεσίες για την παροχή πληροφοριών σε προσβάσιμους μορφές διατίθενται επίσης δωρεάν. Καλέστε το 1-585-275-4778 (email: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) ή μιλήστε με τον παροχέα σας.

KUJDES: Nėse flisni shqip, ofrohen shërbime falas të asistencës gjuhësore. Ndihamat dhe shërbimet e duhura ndihmëse për të ofruar informacion në formate të aksesueshme janë gjithashtu në dispozicion pa pagesë. Telefononi 1-585-275-4778 (email: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) ose flisni me ofruesin tuaj.

注意：日本語を話せる場合は、無料の言語支援サービスをご利用いただけます。アクセシブルな形式で情報を提供するための適切な補助援助やサービスも無料で利用できます。1-585-275-4778 (電子メール: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) に電話するか、プロバイダーにお問い合わせください。

ध्यान दें: यदि आप हिंदी बोलते हैं, तो आपके लिए नि:शुल्क भाषा सहायता सेवाएँ उपलब्ध हैं। सूत्र प्रारूपों में जानकारी प्रदान करने के लिए उपयुक्त सहायक सहायता और सेवाएँ भी नि:शुल्क उपलब्ध हैं। 1-585-275-4778 पर कॉल करें (ईमेल: [Interpreter\\_Services@URMC.Rochester.edu](mailto:Interpreter_Services@URMC.Rochester.edu)) या अपने प्रदाता से बात करें।

**99%**

would recommend  
biometric screening  
to a colleague.

**“A simple decision to sign up  
for the biometric screening  
may have saved my life.”**

—University of Rochester employee

**“I wanted something  
sustainable, not a diet.  
This was so helpful.”**

—University of Rochester employee

**100%**

reported an increase  
in daily fruit, vegeta-  
ble, or nut intake.

**91%**

reported an  
increased sense of  
well-being.

**“I no longer need insulin and my monitoring  
continues to look pretty awesome. I’ve lost  
weight and am better educated. It really  
spurred a shift in the way I experience my  
body and therefore, how I care for it.”**

—University of Rochester employee

**100%**  
of participants  
improved their  
strength or  
endurance.

# Start Your Wellness Journey

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, eligible University employees (see eligibility chart below) have the opportunity to receive up to \$325 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

2025 Well-U Program Eligibility	To which group do you belong?		
	• Faculty • Staff • Residents and Fellows • and their Spouses/ Domestic Partners <i>Enrolled in a University Health Care Plan*</i>	• Postdocs • and their Spouses/ Domestic Partners <i>Enrolled in a University-Sponsored Health Care Plan</i>	Regular full-time/part-time • Faculty • Staff (including SEIU members) <b>NOT enrolled in a University Health Care Plan</b>
Personal Health Assessment: Online Health Surveys and Biometric Screening	Eligible (plus incentive) <sup>†</sup>		NOT Eligible
Lifestyle Management Programs	Eligible (plus incentive) <sup>†</sup>		NOT Eligible
Condition Management Coaching	Eligible (plus incentive) <sup>†</sup>		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 11 of this catalog and online at [rochester.edu/totalrewards/well-u](http://rochester.edu/totalrewards/well-u).

‡ Eligibility for UR Medicine EAP includes employees and members of their household.

§ 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; and 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 online health survey 1; 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, lifestyle management programs, condition management coaching, and 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 about the plan is available on the Total Rewards website, [rochester.edu/totalrewards](http://rochester.edu/totalrewards); 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) 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. 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 and 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.



# Personal Health Assessment: Online Health Surveys and Biometric Screening\*



**Get a clear picture of your health and wellness, then create a plan:**

## **Your online health surveys:**

Confidential surveys about your lifestyle habits, health history, and current health status.

## **Your biometric screening:**

A registered nurse will conduct your screening, discuss your results with you privately, and offer ideas to improve your well-being.

**Log in at [urwell.rochester.edu](http://urwell.rochester.edu) to view recommendations, resources, and your past results.**



### **Biometric Screening Information**

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

(585) 275-6810

[rochester.edu/human-resources/benefits/well-u/programs-resources/pha-biometric-screening/](http://rochester.edu/human-resources/benefits/well-u/programs-resources/pha-biometric-screening/)

# Lifestyle Management Programs\*

## Lifestyle Management Programs

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

Phone: (585) 602-0720

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



# 99%

of those who completed a stress reduction program cited a decrease in perceived stress score.

## GROUP PROGRAMS

### MANAGING YOUR WEIGHT

Updated

Support your metabolic health with practical lifestyle strategies while diving into the science of supplements, medications, and more.

### NUTRITION BASICS

Updated

Uncover the fundamentals of different nutrients and trending diets, and how they may work best for you.

### MINDFULNESS-BASED STRESS REDUCTION

Explore living mindfully to gain more life balance, stability, and satisfaction. May include a daylong silent retreat.

### FITNESS 101: GET STARTED

Learn how to build your own exercise program, prevent injury, manage recovery, and stay motivated.

### STRESS REDUCTION

Gain skills to better manage stress, find healthier work-life balance, and refocus your priorities.

### GOAL-SETTING SUCCESS

Set realistic goals, maintain motivation, build healthy habits, and see success.

## ONE-ON-ONE PROGRAMS

### CHOLESTEROL MANAGEMENT

Lower your score through minor changes while reducing your risk of heart disease and stroke.

### YOU CAN QUIT!

Reduce or end the nicotine habit with continuous expert support.

### FITNESS 201: GET STRONGER

Make a strength training program with expert help and online exercise design platform.

### NUTRITION AND YOU

Address personal nutrition goals and individual dietary needs to manage health concerns and prevent chronic diseases.

Earn  
**\$100**

for completing a lifestyle management program\*

**88%**  
reported increased confidence in achieving lifestyle change goals.

\*Certain programs are subject to eligibility. See eligibility chart on page 7.



# Condition Management Coaching\*



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

**97%**

reduced their systolic blood pressure by at least 5%.

\*Certain programs are subject to eligibility. See eligibility chart on page 7.



## Condition Management Coaching

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

Phone: (585) 275-6300

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

### ONE-ON-ONE COACHING

#### DEPRESSION COACHING AND SELF-MANAGEMENT

Identify and manage lifestyle choices that make symptoms worse. Find out how exercise, nutrition, sleep, socialization, and stress reduction can lessen symptoms.

#### HEART HEALTH COACHING FOR

**Atrial Fibrillation:** Manage your A-fib, including medication usage and taking precautions to prevent complications.

**Coronary Artery Disease:** Create a nutrition and exercise plan to keep your heart healthy and learn how to effectively manage your medications.

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

**Stroke:** Learn lifestyle changes to deal with the effects of having a stroke and how to control blood pressure and lipid levels to avoid future strokes.

#### HEALTHY BREATH COACHING FOR

**Asthma:** Breathe easier by learning how to manage your environment and other triggers.

#### Chronic Obstructive Pulmonary Disease

**(COPD):** Minimize complications by identifying warning signs and avoid flare-ups and breathlessness.

#### DIABETES

Keep blood sugar, blood pressure, weight, and cholesterol in check. Learn to identify symptoms and what to do when they occur.

#### HEALTHY WEIGHT

Explore the reasons that people struggle with weight management and define the most effective strategies to help you accomplish your goals.

#### HIGH BLOOD PRESSURE

Develop a plan that will work for you and find out how to maximize your medication effectiveness.

#### HIGH CHOLESTEROL

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

#### LOWER BACK PAIN

Manage your low back pain through simple lifestyle changes such as body mechanics, exercises, and proper footwear.

#### OSTEOARTHRITIS

Manage the pain and disability that accompanies osteoarthritis by incorporating beneficial lifestyle choices into your daily routine.

#### MENOPAUSE

Develop a wellness plan to live your best life while meeting the unique needs of peri/menopause.

#### IRRITABLE BOWEL SYNDROME

Learn effective self-management skills for irritable bowel syndrome or inflammatory bowel disease.

New

New

# Wellness Programs

## Wellness Programs

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

Phone: (585) 273-5240

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



Become a  
Well-U  
Champion

**Well-U offers programs and events to improve your fitness, reduce stress, and encourage healthy habits for all University employees.**

### STUDIO SWEAT ON DEMAND

Get free access to this virtual fitness and well-being platform. Stream live classes or watch on your schedule with on-demand options. More than 2,000 videos are available, with new classes added weekly.

### GROUP HIKING PROGRAM

Over the course of eight weeks, you have the opportunity to join a group hike led by a certified personal trainer. Each hike is held at a different location.

### UNIVERSITY-WIDE WELLNESS CHALLENGES

Individual and team challenges are hosted throughout the year to encourage you to get moving and build a lifestyle of good health.

### STRESS-FREE ZONES

Take a mental break to enjoy adult coloring, work on a puzzle, create your own mindfulness jar, and engage in various other activities to inspire you to relax and de-stress.

### GUIDED RELAXATION

Press pause during the busy workday to take a mental break with a body scan meditation exercise.

### WEEKLY MEAL SUBSCRIPTIONS

University employees can receive a 20 percent discount on Effortlessly Healthy weekly meal subscriptions. Meals can be picked up at the Medical Center twice a week.

### WELL-U CHAMPIONS

Become a Well-U champion for your department. Champions are valued liaisons and work closely with Well-U to bring health and wellness directly to their department.

### DEPARTMENTAL WELLNESS CHALLENGES

Utilize premade challenges for just your department 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.



4,400

University of Rochester employees took 1,203,785,405 steps during Walktober 2024, Well-U's fall University-wide wellness challenge.

# Emotional & Mental Health Resources



## UR Medicine EAP:

### More Information

Website: [urmc.rochester.edu/eap](http://urmc.rochester.edu/eap)

Phone: (585) 276-9110

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

## Behavioral Health Partners:

### More Information

Website: [bhp.urmc.edu](http://bhp.urmc.edu)

Phone: (585) 276-6900

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



**The University provides programs and confidential resources to help you get on track and feel your best.**

## UR MEDICINE EMPLOYEE ASSISTANCE PROGRAM (EAP)

Free and confidential guidance and support, for employees and members of their household, to address a variety of personal and work-related challenges.

UR Medicine EAP will help assess:

- Problems with a supervisor or coworker
- Depression
- Anxiety
- Grief and bereavement
- Family/marriage/relationship issues
- Drug/alcohol dependency
- Financial stress
- Concerns about your child or adolescent
- Parent/child problems
- Stress-related illnesses
- Mediation needs
- Becoming a parent
- Illness or disability

## HEALTH BITES

This is a series of health and wellness-related presentations from the University and community members.

## BEHAVIORAL HEALTH PARTNERS (BHP)\*

A specialized 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
- Virtual/telehealth appointments

*\*Certain programs are subject to eligibility. See eligibility chart on page 7.*

## ADDITIONAL EAP PROGRAMS

### 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 staff members, and discover alternative ways to deal with conflicts.



# Additional Resources

## **Excellus BlueCross BlueShield**

1 (800) 659-2808 or (585) 232-2632  
excellusbcbs.com/ur

## **Dental Plans**

1 (800) 724-1675  
excellusbcbs.com

## **UR Employee Pharmacy**

(585) 276-3900  
urmc.rochester.edu/pharmacy/pharmacies/employee

## **Navitus Pharmacy Benefit Manager**

(833) 210-5965  
navitus.com

## **Accountable Health Partners (AHP)**

(585) 758-7823  
ahpnetwork.com

## **Goergen Athletic Center**

(585) 275-7643  
rochester.edu/athletics/facilities

## **URMC Fitness Center**

(585) 275-2437  
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 and will have access to all locations within the YMCA of Greater Rochester Association.  
(585) 546-5500  
rochesterymca.org/university-rochester-wellness-partnership

## **Weekly Wellness**

Sign up for Well-U's weekly newsletter featuring healthy recipes, wellness articles, upcoming events, prize drawings, and more.



[rochester.edu/human-resources/benefits/well-u/#newsletter](https://rochester.edu/human-resources/benefits/well-u/#newsletter)





**WELL-U & STUDIO SWEAT onDEMAND BRINGS YOU...**  
Unlimited Access  
to the ultimate onDemand fitness platform!

Studio SWEAT onDEMAND delivers the best in virtual workouts, available from any mobile device, computer or smart tv— **FREE OF CHARGE!**

An ever growing library of streaming workouts including cycling classes, yoga, kickboxing, boot camp, stretching and....

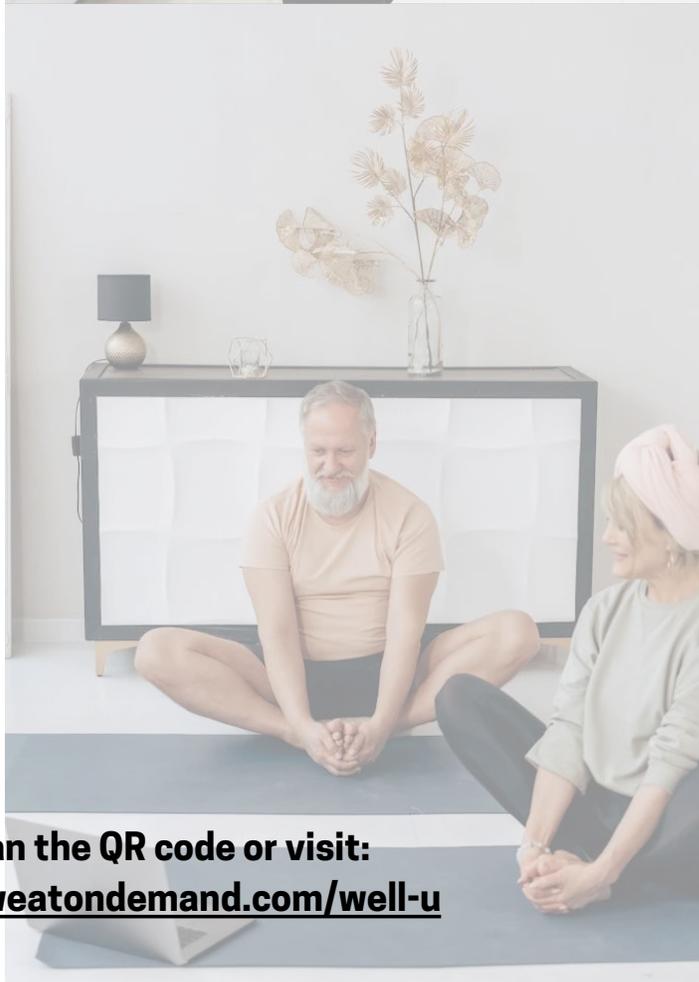
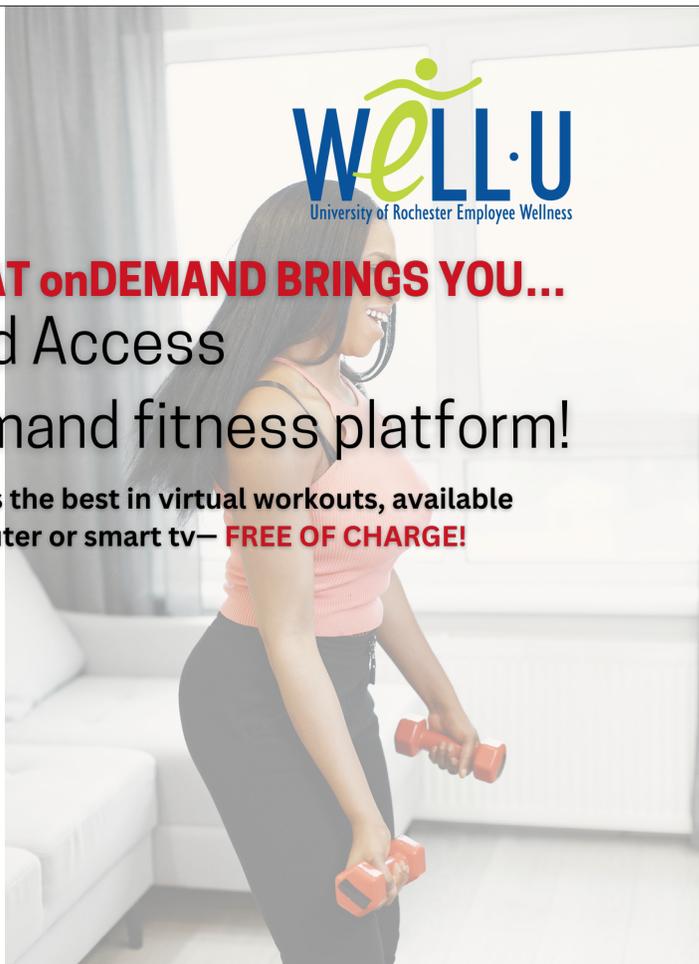


**PARTNER CONTENT**

- \*Mindful Meditations
- \*Scenic Virtual Experiences
- \*RIP Barbell
- \*Piloxing



To get started , scan the QR code or visit:  
<https://force.studiosweatondemand.com/well-u>



WELLNESS

B I N G O

Organize a Stress-free Zone	Submit an answer for the Weekly Wellness newsletter trivia	See the silver lining in everything for one day	Start a journal	Get 8 hours of sleep
Get your blood pressure taken	Learn what you can do with exercise bands	Give yourself a compliment	Choose the stairs for a whole day	Complete a guided meditation (request one from Well-U)
Share fruit with a group—coworkers, family, or friends	Connect with an old friend	<p><b>FREE</b></p> 	Participate in a wellness challenge	Take a yoga class on Studio Sweat onDemand
Put away your phone at dinnertime	Schedule a dental cleaning	Show kindness to a stranger	Set a new health goal and create a plan to reach it	Take a walk during your break
Have a meatless Monday	Create a wellness bulletin board in your area	Schedule your annual physical	Eat a meal mindfully	Forgive someone



Have fun while building healthy habits! Check off your completed wellness activity on the Well-U Bingo Board. Once you've earned Bingo by filling in five spaces in any direction (or the whole card), scan the QR code in the center to email Well-U with a photo of your card and your employee ID number to win a prize. Enjoy!

**TOTAL REWARDS**  
 HUMAN RESOURCES  
 UNIVERSITY OF ROCHESTER



Office of Total Rewards  
60 Corporate Woods  
Suite 310  
Rochester, NY 14627



*"I appreciate the opportunities presented to us in order to benefit our health and everyday lives. Well-U events such as Walktober and Well-U Bingo create fun and healthy programs that ultimately make us want to participate and improve our overall health."*

—University of Rochester employee

