

# STATE OF COLORADO

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## DEPARTMENT OF MILITARY AND VETERANS AFFAIRS

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**Policy Title:** Physical Fitness

**Effective Date:** 01 November 2020

**Summary:** Provides Policy on Using Work Time for Physical Fitness Activities

**Applicability:** All State Employees of DMVA

**Status Proponent:** Human Resources

**Supersedes:** 01 June 2018

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- A. Purpose:** To ensure the continued health of DMVA State employees, this policy is provided as a benefit that underscores the Department's commitment toward employee physical fitness and overall health and well-being, while assisting our State employees in achieving a healthy work/lifestyle.
- B. Background:** Federal military counterparts are expected to maintain a rigorous physical fitness program to ensure optimum health. They are permitted duty time to engage in physical fitness endeavors. To remain committed to a healthy workforce, DMVA extends comparable benefit to state employees.
- C. Definitions:** Physical fitness is defined as any activity that promotes health such as walking, running, strength building, exercise, yoga, or aerobics.
- D. Policy:** State employees may be allowed up to three (3) hours per week to engage in physical fitness activities during work time, provided supervisor approval is gained in advance and workload allows. This time may be used through the course of a week in increments of no more than one hour, including changing clothes, showering, etc. All activities are to be considered voluntary, and **will not** be covered under the State's worker's compensation program.