

RWU HR

EMPLOYEE WELLBEING AT RWU

NEW DIRECTIONS

- RWU partners with New Directions to provide Work/Life Services
- Visit ndbh.com or call 800-624-5544, and use Company Code: RWU
- 24/7 support for support managing your work, family, and personal needs



MENTAL WELLBEING

How anxiety Hides in Your Habits

- It is important to first understand your anxiety routines before attempting to reduce anxiety.

Daily Living Resources

- Resources provided in mental health through New Directions

CULTURAL WELLBEING

Diversity, Equity, and Inclusion

- [Non-Discrimination Policy](#)
- [Retain-Grow-Advance Leadership Academy](#)
- [Unconscious Bias Training for Search Process](#)

PHYSICAL WELLBEING

Free membership to the RWU Fitness Center

- Every employee is eligible for a free membership to the RWU fitness center.

Wellness Incentive Program

- RWU's Simply Wellness Incentive Program provides opportunities to get healthy, earn points and turn those points into a cash payment to reduce your premium sharing and prizes. This is made available through our Virgin Pulse program.

Cardio Tennis

- We offer once a week cardio tennis for a 45 minute workout.

Ask a Personal Trainer

- Employees have the opportunity to meet with a certified personal trainer to provide fitness advice, made available through our Virgin Pulse program.

RELATIONSHIPS

Assistance provided by New Directions include:

- Family Resources
 - Adoption assistance, education assistance, college coaching, special needs assistance, etc.
- Child/Elder Care
 - Parenting skills, tutoring, housing options, elder care, meal programs, disability resources, etc.

OCCUPATIONAL WELLBEING

University Provided Workshops

- Hybrid work tips for home and office
- Inclusive leadership
- Increased motivation and drive
- Respectful communication and collaboration

New Directions: Provides assistance in career and work in the following

- Resume writing and editing services, job placement resources, career counseling, and community resources

FINANCIAL WELLBEING

Benefit Resources: Below includes a list of benefits provided to employees

- Blue Cross & Blue Shield of RI
- Delta Dental of RI
- Retirement Planning
- Vision Care Plan (Voluntary Plan)
- Aflac (Voluntary Plan)
- Flexible Spending Account
- Health Reimbursement Account
- Lincoln Financial Group

New Directions: Provides financial resources for the following

- Prescription assistance, rental assistance, food pantries, utility assistance, and low-cost housing

ENVIRONMENTAL WELLBEING

Green Zones

- RWU contains identified areas on campus called "green zones." These regions grow naturally, with no fertilizer, and only a few trimmings every now and then. This promotes biodiversity on campus.

Planet Forward

- Engage in finding solutions for the biggest challenges facing the planet.

Eating Local

- Celebrate the importance of environmentally responsible food sourcing. Using ingredients harvested within 150 miles of campus.

Conservation Corps

- Building on sustained efforts to combat human-induced climate change and create measurable environmental impact via reforestation projects across RI.

FOR MANAGERS

Nine Tips for Giving Better Feedback at Work

- This article refers to a study conducted that measures the effectiveness of receiving positive feedback. Learn how to improve feedback delivery at work

Roger Williams
University

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