



University
of Rochester

2026 Wellness Program Catalog

A stylized graphic of a person with arms raised, positioned above the 'e' in 'Well.U'.

Well.U



Well-U

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/



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Important Legal 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, 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 encouraged 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 \$150. 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 \$300 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 \$150 for completion of a lifestyle management program and an additional \$150 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, depression, and Attention-Deficit/Hyperactivity Disorder (ADHD) 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 informa-

tion 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 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.**

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/smartscreen/main.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-notices/>

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) 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) o hable con su proveedor.

注意：如果您說中文，我們可以為您提供免費語言協助服務。也可以免費提供適當的輔助工具與服務，以無障礙格式提供資訊。請致電 1-585-275-4778（電子郵件： Interpreter_Services@URMC.Rochester.edu）或與您的提供者討論。

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) или поговорите со своим поставщиком медицинских услуг.

ATANSYON: Si w pale kretyòl ayisyen, sèvis asistans lang gratis disponib pou ou. Èd ak sèvis oksilyè apwopriye pou bay enfòmasyon nan fòm aksesib yo disponib tou gratis. Rele 1-585-275-4778 (imel: 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 도구 및 서비스도 무료로 제공됩니다. 1-585-275-4778(이메일: 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) o parla con il tuo fornitore.

انتباه: إذا كنت تتحدث اللغة العربية، فإن خدمات المساعدة اللغوية المجانية متاحة لك. تتوفر أيضًا المساعدات والخدمات المساعدة المناسبة لتوفير المعلومات بتسويات أو تحديث إلى مزود الخدمة الخاص بك. 1-585-275-4778 (البريد الإلكتروني: Interpreter_Services@URMC.Rochester.edu) يسهل الوصول إليها مجانًا. اتصل بالرقم 1-585-275-4778 (e-mail: Interpreter_Services@URMC.Rochester.edu) أو تحدث مع مزود الخدمة الخاص بك.

मानवोपयोगिनः यदि आपनि बाबो बलन ताले आपनार जना विनामालो भाषा सहायता परिषेवादि उपलब्ध रहेछे। आक्ससयोग फरमाते तथे प्रदाने जना उपयुक्त सहायक सहायतादि एवं परिषेवादि विनामालो उपलब्ध रहेछे। 1-585-275-4778 (ईमेल: Interpreter_Services@URMC.Rochester.edu) नखरे कल करन अथवा आपनार प्रदानकारी सखे कथा बलन।"

UWAGA: Jeśli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Odpowiednie pomoce pomocnicze i usługi umożliwiającej dostarczenie informacji w przystępnych formatach są również dostępne bezpłatnie. Zadzwoń pod numer 1-585-275-4778 (e-mail: 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 مزود الخدمة الخاص بك. 1-585-275-4778 (البريد الإلكتروني: Interpreter_Services@URMC.Rochester.edu) يسهل الوصول إليها مجانًا. اتصل بالرقم 1-585-275-4778 (e-mail: 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) ou parlez à votre fournisseur.

نوٹ: اگر آپ اردو بولتے ہیں تو آپ کے لیے مفت لنگویج سپورٹ سروسز دستیاب ہیں۔ قابل رسائی فارمیٹس میں معلومات فراہم کرنے کے لیے مناسب معاون یا ایسے فراہم (e-mail: Interpreter_Services@URMC.Rochester.edu) یا میل) لمداد اور خدمات بھی مفت دستیاب ہیں۔ 1-585-275-4778 پر کال کریں۔ گنڈے سے بات 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) 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 προσβάσιμες μορφές διατίθενται επίσης δωρεάν. Καλέστε το 1-585-275-4778 (email: Interpreter_Services@URMC.Rochester.edu) ή μιλήστε με τον παροχέα σας.

KUJDES: Nëse flisni shqip, ofrohen shërbime falas të asistencës gjuhësore. Ndhimth dhe shërbimet e duhura ndihmëse për të ofruar informacion në format të aksesueshme janë gjithashtu në dispozicion pa pagesë. Telefononi 1-585-275-4778 (email: 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) 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। सुलभ 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) या अपने प्रदाता से बात करें।



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 and their spouses/ domestic partners (see eligibility chart below) have the

opportunity to each receive up to \$450 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

2026 Well-U Program Eligibility What programs are you interested in?	To which group do you belong?		
	<ul style="list-style-type: none"> • Faculty • Staff • Residents and Fellows • and their Spouses/ Domestic Partners <i>Enrolled in a University Health Care Plan*</i>	<ul style="list-style-type: none"> • Postdocs • and their Spouses/ Domestic Partners <i>Enrolled in a University-Sponsored Health Care Plan</i>	Regular full-time/part-time <ul style="list-style-type: none"> • Faculty • Staff (including SEIU members) NOT enrolled in a University Health Care Plan
Personal Health Assessment: Online Health Surveys and Biometric Screening	Eligible (plus incentive) [¶]		NOT Eligible
Lifestyle Management Programs	Eligible (plus incentive) [¶]		NOT Eligible
Condition Management Coaching	Eligible (plus incentive) [¶]		NOT Eligible
Wellness Programs [†]	Eligible		
UR Medicine EAP [‡]	Eligible		
Behavioral Health Partners (BHP) [§]	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.

‡ 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 \$450 per calendar year. Earn \$150 for completing your online health survey 1; earn \$150 for completing a lifestyle management program; earn \$150 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; 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 or sustain your well-being.

Log in at urwell.rochester.edu to view recommendations, resources, and your past results.

Biometric Screening Information

urwell.rochester.edu

(585) 275-6810

rochester.edu/human-resources/benefits/well-u/programs-resources/pha-biometric-screening/



Lifestyle Management Programs*

Lifestyle Management Programs

Website: urwell.rochester.edu/programs

Phone: (585) 602-0720

Email: URWell.Lifestyle@urmc.rochester.edu



What I found most useful was the ability to talk through things with someone who has expertise in wellness and lifestyle management field. Sometimes you know what you need to do, but figuring out how to fit it into your everyday life can be the roadblock. The practitioner helped me navigate this and was a great motivator in keeping me accountable.

—University of Rochester employee

GROUP PROGRAMS

FITNESS 101: GET STARTED

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

GOAL-SETTING SUCCESS

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

MANAGING YOUR WEIGHT

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

MINDFULNESS-BASED STRESS REDUCTION

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

NUTRITION BASICS

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

STRESS REDUCTION

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

ONE-ON-ONE PROGRAMS

CHOLESTEROL MANAGEMENT

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

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.

YOU CAN QUIT!

Reduce or end the nicotine habit with continuous expert support.



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



Condition Management Coaching*

Earn \$150
for completing a condition management program*

88%

reduced their blood glucose by at least 5% or scored within health range at completion.

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



Condition Management Coaching

Website: urwell.rochester.edu/programs

Phone: (585) 275-6300

Email: 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.

DIABETES

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

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.

HEALTHY WEIGHT

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

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.

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.

IRRITABLE BOWEL SYNDROME/ INFLAMMATORY BOWEL DISEASE

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

LOWER BACK PAIN

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

PERI/MENOPAUSE

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

OSTEOARTHRITIS

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

Wellness Programs

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

Wellness Programs

Website: rochester.edu/well-u
Phone: (585) 273-5240
Email: Well-U-info@rochester.edu



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.

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.

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.

GUIDED RELAXATION

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

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.

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.

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.

WEEKLY MEAL SUBSCRIPTIONS

University employees can receive a 15 percent discount on Effortlessly Healthy weekly meal subscriptions. Meals can be picked up at the Medical Center weekly, delivered to home, or picked up from the store.

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.



Group Hiking - Crescent Trail June 2025



**UR Medicine EAP:
More Information**

Website: urmc.rochester.edu/eap
Phone: (585) 276-9110
Email: eap@urmc.rochester.edu

**Behavioral Health Partners:
More Information**

Website: bhp.urmc.edu
Phone: (585) 276-6900
Email: bhp@urmc.rochester.edu



Emotional & Mental Health Resources

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
- Becoming a parent
- Illness or disability

NEW!

**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.

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
- Depression
- Attention-Deficit/Hyperactivity Disorder

BHP offers:

- Easy access
- Day and evening hours
- Virtual/telehealth appointments

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



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





WELL-U & STUDIO SWEAT ONDEMAND BRINGS YOU...

Total Access to the Ultimate onDemand Fitness Platform!

Studio SWEAT onDemand delivers the best in onDemand workouts, available from any mobile device, computer or smart TV – totally **FREE OF CHARGE!**



With your FREE All Access Pass with Studio SWEAT onDemand, you get:

- ▶ A huge library of streaming workouts including cycling classes (using any bike you like), yoga, kickboxing, bootcamp, TRX, HIIT and more!
- ▶ Passionate, world-class trainers
- ▶ Access to the app named **'BEST FITNESS APP FOR VARIETY'**
- ▶ A fully immersive, in-studio vibe



To get started, scan the QR code or visit studiosweatondemand.com/well-u

WELLNESS

B I N G O

Submit an answer for the Weekly Wellness newsletter trivia	See the silver lining in everything for one day	Start a journal	Get your blood pressure taken	Complete a guided meditation (request one from Well-U)
Schedule a dental cleaning	Set a new health goal and create a plan to reach it	Take a walk during your break time	Have a meatless Monday	Create a wellness bulletin board in your area
Schedule your annual physical	Eat a meal mindfully	<p>FREE</p> 	Try a 'new to you' exercise	Practice active listening
Thank someone who often goes unnoticed	Go to bed an hour early	Treat yourself to some pampering	Share a meal with those you love	Turn off phone notifications for a whole day
Let someone know how important they are	Participate in a Stress-free Zone	Park and walk from the farthest spot	Organize a departmental wellness challenge	Take a class in Studio Sweat onDemand



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!



University of Rochester

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

Well-U

“As an employee of URMC, I appreciate the opportunities presented to us in order to benefit our health and everyday lives. 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. I look forward to engaging in more Well-U programs as I cannot wait to see what UR has in store.”

—University of Rochester employee



2025 University of Rochester Walktober Team