
 <p style="text-align: center;">University of Pittsburgh Police Department</p> <p style="text-align: center;">Rules & Regulations Manual</p>	Reference Number: 2 - 18 (Chapter / Section) (PLEAC 3.7.1; 3.7.2)
	Issue Date: Open
	Effective Date: Open
	Rescinds: All Previous
	Amends: Open
Title: Physical Fitness and Wellness Program	 <hr/> By Order of James K. Loftus, Chief of Police

1.0 Policy

It is the policy of The University of Pittsburgh Police Department that all personnel are provided with this directive and are encouraged to participate in a total wellness and physical fitness program. All standards and guidelines set forth in this policy conform to the standards that are set forth by the University of Pittsburgh Community as a whole.

2.0 Purpose

The purpose of this directive is to provide all personnel with the guidelines on the Police Department's position on physical and mental fitness. In the line of duty, police officers are required to use their minds and bodies in difficult and strenuous activity. The department recognizes that the total wellness of its personnel is a benefit to the university, individual officer, and police department.

3.0 Procedures

A. *Physical Fitness Program*

1. The very nature of law enforcement requires that personnel should maintain a high level of physical fitness in order to meet the physical demands of the profession. The goal of a physical fitness program is to assist members in staying healthy or getting back onto the track of a healthy and prosperous life by providing incentives and guidance in the area of physical fitness.
2. Although the University of Pittsburgh Police Department does not have a mandatory physical fitness program, personnel are expected to maintain a level of fitness to effectively perform duties, as per their job description. Personnel are encouraged to maintain their physical fitness.
3. The University of Pittsburgh itself provides physical fitness programs which vary in

degree of difficulty. The following list is an example of programs / classes provided by the university, but are not limited to:

- a. Aerobics
 - b. Body Sculpting
 - c. Yoga
 - d. Boxing
 - e. Swimming
4. The University of Pittsburgh Police Department has and also maintains its own gym facility. Each member of the department is encouraged to use this facility. Equipment that is provided varies from weights to high aerobic impact machines. Any member of the department choosing to utilize this gym must sign a waiver release form before any fitness programs are attempted.

(PLEAC 3.7.1)

B. *Wellness Program*

1. Wellness is a state of optimum health and well-being achieved through the active pursuit of good health and the removal of barriers to healthy living. For example there is an agreement about the dangers of smoking and substance abuse, the importance of physical and emotional fitness, and the effectiveness of good nutrition. The University of Pittsburgh Police Department encourages personnel to adopt behaviors that will continue to improve their health.
2. The University of Pittsburgh offers a variety of wellness programs that the department encourages its members to make full use of. The following is a list of those programs:
 - a. Physical fitness assessments
 - b. Individualized exercise prescription
 - c. Body fat analysis
 - d. Blood lipid profiles
 - e. Various exercise classes
 - f. Wellness seminars and lectures
3. The University of Pittsburgh Police Department in conjunction with the University of Pittsburgh participates in an Employees Assistance Program. This system is designed to identify and help employees who are experiencing personal problems. These problems may have a negative impact on the employee's job performance, especially in work related areas such as absenteeism, accidents, health care benefit usage, morale, and productivity. These problems may also have a negative impact on the employee's personal life, such as with family and friends. The goal of the

EAP is to help employee's solve their personal problems.

Specific programs are geared to help solve personal problems involving marital and family discord, emotional distress, substance abuse, co-dependency issues, and most other mental health issues. The program is administered to assure confidentiality.

4. The University of Pittsburgh Police Department encourages all personnel to make full use of all available resources and benefits in order to achieve maximum fitness and wellness.

(PLEAC 3.7.2)