

Topic/Grant

ARPA Workplace Support – Updated

FAQ/Requirements

A wide range of activities may be supported with the FVPSA Supplemental (DVCA), FVPSA Mitigation (SFMI) and/or the FVPSA Sexual Assault (SFSA) Grants. A workplace support should broadly speak to the interests and concerns of employees, be clearly aligned with organizational goals and should be personally or financially meaningful to employees.

General guidelines:

When asking vendors to provide a service (yoga, massage, etc.) the organization must ensure that vendor(s) is licensed.

Records must be kept that include dates, times, receipts, and participants.

Costs must be reasonable.

Activities reflect a wide range of staff interests and needs for them to choose from.

Workplace supports are not a fringe benefit. Fringe benefits are eligible only to those staff that are being supported by the grant. Workplace supports are generally available supports that the organization provides for employees.

Grantees may contract with multiple vendors to provide a variety of services, such as wellness, training, ergonomics, employee assistance programs, disease management, screening, vaccination, and others.

Grantees must ensure that they have done their due diligence regarding data integrity, safety, security and regulatory compliance. Workforce supports need a clear set of rules that are reasonable and fair. Board approved policies must be in place to support these services.

Pre-Approved Activities – This is a general list of activities that have been approved. Additional ideas are encouraged.

Memberships

1. Pool and/or gym
2. Audio subscriptions (Wondery, etc.)
3. Virtual fitness/weight loss programs
4. Virtual self-care subscriptions (Calm, Mindspace, etc.)

Services

1. Chiropractor Services
2. Equine Therapy
3. Vaccine clinics

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Classes

1. Self-Defense
2. Crafting workshops
3. Team Building
4. Yoga
5. Exercise classes
6. Nutrition Education
7. Weight loss programs
8. Smoking cessation programs
9. Stress reduction programs

Purchases that can be loaned to staff/shared

1. Cultural supplies
2. Hobby/craft supplies
3. Gardening supplies
4. Regalia/ribbons
5. Full spectrum light/Sun lamp (not a tanning bed)
6. Under the desk treadmill
7. Under the desk bike
8. Massage chair
9. Hydroponic indoor system for sacred meds
10. Exercise balls
11. Fidget items

Other

1. Employee appreciation gatherings
2. Standing desk
3. Athletic gear/walking shoes
4. Supportive seat/back cushions
5. Headphone/ear buds
6. Journals and planners
7. Plants
8. Slippers/moccasins
9. Blue light glasses
10. Office humidifier
11. Health screenings & health risk assessments
12. Paid time off for staff for self-care (i.e., an hour a week to go to the gym)
13. Work/life balance programs/flexible work schedules

Where to budget:

If vendors/contractors are being hired by your organization to provide the workplace support, please budget the amount in contractual services (e.g., certified yoga instructor, licensed massage therapist).

If you are purchasing durable goods such as standing desks, larger computer screens to help eye strain, budget it in supplies.

References

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