

# Healthy Work is...

**Healthy Work** reduces work stress.  
prevents burnout, illness and injury.  
increases productivity and retention.  
reduces health costs.  
Saves Lives.



## Free from Danger

Workers' personal safety is essential for productive work and engagement. Safe from injury, disease, extreme temperatures, mechanical and chemical hazards.



## Free from Abuse

Emotional, psychological, and physical abuse creates permanent damage to workers and organizations. Workers affected by workplace toxicity and bullying can develop serious health problems, costing organizations heavily in healthcare and turnover.



## Free from Discrimination

Discrimination against workers for who they are, their race, religion, color, sex/gender, age, geographic origin, or disability is illegal. Work morale is grounded in inclusion.

## Free from Overwork

Long work hours and 24/7 expectations hurt the health of workers and severely impair performance.



## Free from Being Silenced

Every voice matters, no matter the position or occupation. Workers have a right to speak as individuals and as a collective. The more say workers have, the less risk of burnout.

## Free from Retaliation

Threats of losing a job, benefits, and public shaming creates a culture of fear in the workplace that destroys morale and hurts health. Retaliation against whistleblowers covers up hazards that create organizational problems.

## Free to Grow

Rotating tasks, creating opportunities to learn new skills, and reducing repetition, boosts creativity, engagement, and retention.



## Free to Be a Family Member

The balance of work and life is essential to the mental well-being of workers. Work-Life imbalance puts families and health at risk. Paid family leave is good for families and good for business.

## Free to Thrive

Respect, fairness, and a living wage are essential to health and well-being. Paid time off to vacation, deal with illness, grieve, and take care of family — a healthy workforce is a thriving workforce.



## Commitment to a Healthy Work Future

Organizations and individuals commit to an annual assessment of work stressors, to make visible the invisible, promoting improvement of work conditions, optimizing worker health, performance, and retention.

**Do you support healthy work?**  
Sign the *Healthy Work Pledge* at [healthywork.org](https://healthywork.org).

