

CIVILIAN EMPLOYEE HEALTH AND WELLNESS PROGRAM  
VOLUNTARY WAIVER FOR PARTICIPATION AND CONSENT

I, \_\_\_\_\_, wish to participate voluntarily in the NETC Civilian Health & Wellness Program with effort to improve my general well-being in hopes of becoming a more productive, energetic, and supportive employee.

By signing this waiver, I understand that this program:

- Is completely voluntary and in no way required.
- Presents me with the opportunity for exercise and health and wellness information.
- Gives me discretion, with the approval of my supervisor, to plan and manage my own exercise time around my daily work duties. I will properly manage my responsibilities and not steer away from the goals and mission of the NETC command.
- Participation does not allow me to arrive late or depart early from my work place. I understand that if I choose to exercise at the beginning of the day, I must check in at work prior to going to work out. I further understand that if I choose to exercise at the end of the day, I must check in at work after I have completed my workout prior to departing for home.

I also understand that:

- I remain accountable to my supervisor for the time I spend engaging in this fitness program. I further understand that my supervisor may revoke or suspend my participation in this fitness program if I fail to properly account for my time, or if he/she determines that I am otherwise abusing this fitness program or its policies.
- Consulting my physician before beginning any exercise program is a wise decision, and I am highly encouraged to do so.

- I agree it is my sole responsibility to determine whether I am sufficiently fit and healthy enough to participate in the program.
- Participating in this program involves risks and dangers and I expressly assume all risks associated with participating in the NETC Health & Wellness Program including, but not limited to, bodily injury, permanent disability, illness, equipment failure, and other undefined harm or danger which may not be readily foreseeable.
- The command will grant me up to 59 minutes of excused command time per exercise day not to exceed THREE days, spanning over a five-day work week or other approved alternate work schedules (i.e., RDO, etc.) for a duration of three months. Any additional time taken will result in use of personal time including my lunch period, leave time, or an extension of my day.
- Employees who choose to continue to participate in a fitness program upon completion of the Command's officially sponsored 3-month fitness program, may combine their designated lunch period for meal purposes and add additional time onto the end of the day or leave time may be used at the discretion of the individual. The employee may choose to use leave time available including annual, leave without pay, credit hours, or previously earned compensatory time off.
- Employees who participate in exercise programs will do so within the confines of the installation on which they work.

The days and times per week I choose to participate in fitness activities are:

Monday: \_\_\_\_\_ to \_\_\_\_\_ Tuesday: \_\_\_\_\_ to \_\_\_\_\_

Wednesday: \_\_\_\_\_ to \_\_\_\_\_ Thursday: \_\_\_\_\_ to \_\_\_\_\_

Friday: \_\_\_\_\_ to \_\_\_\_\_

Location of fitness activity: \_\_\_\_\_

Any changes to the above schedule will require submittal of a new agreement and approval by my supervisor.

\_\_\_\_\_  
Participant's signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's signature

\_\_\_\_\_  
Date

This Agreement has been:

( ) Approved

( ) Disapproved

Comments: