

	WellWorks Blueprint: DLSU-D Corporate Wellness Policy Framework	
	Document Reference: EOMS-HRMO-LD-POL-004	Revision Number: 000
	Confidentiality Level: Internal	Approval Date: November 14, 2025
	Review Cycle: Every Three Years	Effectivity Date: November 14, 2025

WellWorks Blueprint: DLSU-D Corporate Wellness Policy Framework

I. Introduction

The WellWorks Blueprint is DLSU-D’s official corporate wellness policy framework, designed to foster a thriving, energized, and resilient workforce. Rooted in the university’s commitment to holistic development, it integrates physical, emotional, social, intellectual, and spiritual well-being into the daily experience of every employee. By aligning wellness efforts with institutional values and employee needs, WellWorks provides structured programs, supportive policies, and engaging activities that promote vitality, reduce burnout, and strengthen community. More than a framework, it’s a movement — one that champions the idea that when people feel well, they work well, and together, we build a stronger DLSU-D.

At DLSU-D, we believe wellness goes beyond physical health — it’s about feeling energized, joyful, and young at heart. That’s why we created B.A.G.E.T.S., a wellness framework inspired by the Filipino slang “bagets,” which refers to teenagers or young people. In contrast to the playful term “forgets” for older individuals, bagets reflects a mindset that’s vibrant, curious, and socially engaged. This framework encourages all employees, regardless of age or tenure, to embrace their inner youth across physical, emotional, social, intellectual, and spiritual dimensions. The Bagets Spirit at Work promotes a culture of playfulness, creativity, and lifelong learning. It strengthens social connections, supports emotional well-being, and builds physical and mental resilience. Most importantly, it honors the Filipino spirit of bayanihan and joy — reminding every DLSU-D employee that being a bagets isn’t about age, but about attitude and how we choose to live and work each day.

II. Objectives

Aligned with the BAGETS Wellness Brand, this policy aims to:

- a. Promote a culture of health, well-being, and positive engagement across all departments.
- b. Reduce stress, absenteeism, and burnout through supportive and proactive wellness strategies.
- c. Enhance productivity, morale, and job satisfaction.
- d. Support mental health, emotional resilience, and self-care.
- e. Encourage physical activity, healthy lifestyle practices, and work–life balance.

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III. Scope

This policy applies to all DLSU-D employees, including faculty, administrative staff, and support personnel. Wellness initiatives may also be extended to students through campus-wide programs, in coordination with the Office of Student Services.

IV. The BAGETS Wellness Framework

To ensure that the wellness program is relatable, employee-centered, and aligned with the University's culture, DLSU-D adopts **B.A.G.E.T.S.** as the official Corporate Wellness Brand:

Letter	Meaning	Description
B	Balance	Promoting harmony between work, rest, and personal well-being.
A	Awareness	Cultivating mindfulness, emotional intelligence, and mental health literacy.
G	Growth	Supporting continuous personal and professional development.
E	Empathy	Fostering kindness, compassion, and a supportive community.
T	Teamwork	Strengthening collaboration and camaraderie across departments.
S	Self-Care	Encouraging prioritization of physical, mental, and emotional wellness.

The BAGETS pillars guide the creation, communication, and implementation of all wellness activities under the DLSU-D WellWorks program.

V. Wellness Blueprint (Aligned with BAGETS)

1. Physical Wellness – (Balance & Self-Care)

Physical wellness is foundational to overall health. DLSU-D will implement:

- Functional fitness
- On-campus fitness classes (yoga, Pilates, Zumba)

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- Ergonomic assessments and posture workshops
- Walking meetings and active breaks
- Access to gym facilities and wellness spaces
- Smoking cessation programs
- Annual Physical Examination/Drug-testing
- BOSH 2.0
- Women's Health programs

2. Mental & Emotional Wellness – (Awareness, Empathy, Self-Care)

Mental and emotional wellness builds resilience and sustained productivity. Programs will include:

- Mindfulness and meditation sessions
- Positive affirmation and gratitude practices
- Mental health leaves
- Stress management workshops
- Mental health work accommodation

3. Nutritional Wellness – (Balance & Self-Care)

DLSU-D recognizes the importance of proper nutrition in maintaining energy, focus, and overall health. Programs include:

- Healthy food options awareness
- Nutrition education seminars
- Personalized wellness plans

4. Spiritual Wellness – (Awareness & Empathy)

Spiritual grounding fosters inner peace and purpose. Initiatives include:

- Quiet zones for reflection and prayer
- Nature retreats and spiritual engagement activities
- Recollections

5. Social Wellness – (Teamwork & Empathy)

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Social connections promote belonging and strengthen team cohesion. DLSU-D will conduct:

- Team-building activities and community service
- Sports fests
- Social gatherings (Employee Outing, Christmas Party, DLSU-D Excellence Awards)
- Interest clubs

6. Intellectual Wellness – (Growth)

Continuous learning strengthens capability and creativity. Programs include:

- Lifelong learning opportunities (FDP and IDP)
- Workshops on sleep hygiene, habits, and motivation
- Encouragement of hobbies and creative pursuits

7. Wealth Wellness – (Balance & Growth)

Financial well-being enhances stability and reduces stress. DLSU-D will promote:

- Financial literacy and long-term financial planning
- Education on government and institutional benefits
- Encouragement of responsible financial habits and investment awareness
- “Future Forward” retirement program

VI. Program Implementation

A. Assessment & Planning – (Awareness & Growth)

The foundation of an effective wellness program begins with a thorough understanding of employee needs. DLSU-D will conduct an annual wellness survey to gather insights on health priorities, stress levels, and preferred activities. This data will guide the development of targeted initiatives. A dedicated Wellness Committee will oversee the design and execution of these programs, ensuring alignment with institutional goals and fostering collaboration across departments.

- Conduct annual wellness surveys to understand employee needs and priorities.
- Establish a Wellness Committee to oversee program design, alignment with BAGETS, and cross-departmental coordination.

B. Activities & Engagement – (Teamwork & Balance)

To maintain momentum and encourage participation, a monthly wellness calendar will be published featuring diverse activities such as fitness classes, mindfulness sessions, and

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nutrition workshops. Engagement will be incentivized through a rewards system that includes wellness points, recognition programs, and other motivational strategies. Furthermore, wellness initiatives will be integrated into HR and faculty development programs, reinforcing their importance as part of professional growth and organizational culture.

- a. Publish a monthly wellness calendar featuring BAGETS-themed activities.
- b. Offer incentives such as wellness points, recognition, and other rewards.
Embed wellness practices and BAGETS principles in HR and faculty development programs.

C. Monitoring & Evaluation – (Growth & Awareness)

Continuous improvement is key to sustainability. Participation rates and health outcomes will be tracked to measure program effectiveness. Feedback will be actively collected through surveys and focus groups, enabling the refinement of activities to better meet employee needs. An annual report summarizing achievements, challenges, and recommendations will be presented to university leadership, ensuring transparency and accountability while driving long-term success.

- a. Track participation rates and health outcomes to measure impact.
- b. Gather insights through feedback mechanisms such as surveys and focus groups.
- c. Submit an annual wellness report to university leadership summarizing results and recommendations.

VII. Partnerships and Collaboration – (Teamwork & Growth)

DLSU-D may collaborate with external wellness providers to supplement in-house programs.

This includes:

- Medical and wellness consultations
- Health and fitness instructors
- Laughter yoga facilitators
- Tanita body composition analysis
- Office R&R programs
- Webinars and workshops

In addition to external partnerships, the WellWorks Blueprint will actively collaborate with internal employee organizations such as the University Administrators, Kabalikat ng DLSU-D and the Faculty Organization, and other offices who wish to collaborate. These groups serve as vital partners in promoting employee engagement, supporting program rollout, and fostering a culture of collective well-being. Their involvement ensures that wellness initiatives are responsive, inclusive, and grounded in the real needs and experiences of DLSU-D employees, further strengthening the BAGETS pillars of Teamwork and Growth.

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VIII. Sustainability – (Balance, Teamwork & Growth)

To ensure long-term success, wellness must be embedded into the university's culture and strategic planning. This includes training wellness champions in each department to lead initiatives and foster engagement, as well as securing sustainable funding and institutional support to maintain and expand programs over time.

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