



Fitwel

Helping Foster Wellness in the Workplace

Background and Benefits

GSA strives to advance our customer agencies' missions by providing workspaces that are functional while promoting wellness, sustainability, and efficiency. The benefits of occupational health and wellness have a direct correlation to employee attitude and productivity in the private and public sectors.

Recognizing an opportunity to positively impact federal employees' wellbeing, GSA partnered with the Centers for Disease Control and Prevention (CDC) and the City of New York to develop a new building health and wellness rating system. This standard, Fitwel, uses an evidence-based approach and assesses workplace features and policies known to impact health and wellness. Once a building registers with Fitwel, it goes through a comprehensive benchmarking process to evaluate its occupational health and chances of certification. From this preliminary information, a building manager can make improvements to increase the building's chances of being certified or earning a higher level of certification. Fitwel is a living metric; a certified building can make additional improvements and apply for re-certification at a higher level.

How Does the Fitwel Rating System Work?

Fitwel's Workplace Scorecard evaluates 12 different areas known to contribute to occupational health and well-being:

Location	Building Access
Outdoor Spaces	Entrances and Ground Floors
Stairwells	Indoor Environments
Work Spaces	Shared Spaces
Water Supply	Food Services
Vending Machines	Emergency Procedures

Buildings receive points for categories within each area. There are 144 available points.

Any building earning more than 90 points earns basic Fitwel certification (one star). Buildings earning more than 104 points earn the intermediate level of certification and two stars. Buildings earning more than 125 points receive three stars and are considered exceptional examples of health-promoting designs and programs.

A minimum of 90 points is required for certification.

FITWEL ★ 90-104

FITWEL ★★ 105-124

FITWEL ★★★ 125 and above



How Was Fitwel Tested and Who Manages the Program?

A 2014 pilot in 89 public-sector buildings, including 74 GSA-owned facilities, demonstrated that Fitwel effectively benchmarked the buildings' support of occupant health and wellness. In 2016, the independent, non-profit Center for Active Design (CfAD) assumed responsibility for the administration and management of the Fitwel rating system in order to make the tool available to the private sector, as well as other landholding federal agencies.

What Are the Benefits of a Fitwel-Certified Workplace?

Studies have shown the correlation between healthy buildings and employee wellness. Promoting wellness can improve employee productivity and enhance employee recruitment and retention. Fitwel provides a benchmark for GSA to better understand an individual building's performance, which can lead to positive changes in our full portfolio. The information gleaned through the Fitwel certification process guides data-driven decisions to improve a building's health and provide enhanced tenant services that will lead to a greater satisfaction and a better tenant experience in our spaces.

How Does GSA Use Fitwel?

GSA currently uses the Fitwel rating system as a tool to assess performance on occupant health and wellness at the building level. Involvement in Fitwel is voluntary and is led by individual GSA regions. Each region selects candidate buildings to benchmark and review for potential certification. Regions seek Fitwel certification on a case-by-case basis, but the lessons learned through the benchmarking process assist us in further incorporating healthful building features, amenities, and policies across our portfolio. We also will pursue opportunities to collect and measure feedback on the impact these actions have on occupational health.

For More Information

To learn more about the Fitwel certification program, visit [GSA's Fitwel web page](#) or <https://fitwel.org/>