

# Advocacy Forum

## Weight Bias, Employment, and Wellness Programs

# Obesity Society Advocacy Committee

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*Incoming Chair:*

**Emily Dhurandhar**

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**George Blackburn**

**Scott Butsch**

**Stephen Cook**

**Gwyn Cready**

**Arthur Frank**

**Scott Kahan**

**Judith Stern**

**Adam Tsai**

**Cheryl Vaughan**

**Denise Wilfley**

**Bruce Wolfe**

**Staff Liaison:**

**Francesca Dea**

**Council Liaison:**

**Philip Brantley**

# Agenda

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**1:30 Introduction**

**Ted Kyle, TOS Advocacy Chair**

**1:40 Fairness in Wellness –**

**Implications of Weight Bias and  
Access to Care**

**Joe Nadglowski**

**CEO, Obesity Action Coalition**

**2:00 Evidence for Sound Workplace**

**Weight Loss Programs**

**Jennifer Lovejoy**

**Senior Vice President,  
Clinical Development & Support,  
Alere Wellbeing**

**2:20 Employer Wellness Practices and  
Impact of the ACA**

**Mark G. Wilson**

**Professor and Associate Dean  
for Academic Affairs,**

**College of Public Health,  
University of Georgia, Athens**

**2:40 Discussion**

**Moderated by**

**Deborah Bade Horn**

**Vice President, American  
Society of Bariatric Physicians**

**3:00 Adjourn**

# TOS Position Statement on Penalties in Wellness Programs

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- Growing numbers of employers are introducing financial penalties for people with obesity
- Financial incentives should promote healthy behaviors and participation
- Employers should avoid penalties and incentives based on BMI
- Employers should provide
  - Healthy workplaces
  - Health plans covering evidence-based obesity treatment

Source: [http://www.obesity.org/images/0913\\_TOS\\_Position\\_Statement\\_Employer\\_Wellness\\_FINAL.pdf](http://www.obesity.org/images/0913_TOS_Position_Statement_Employer_Wellness_FINAL.pdf)