

## SCRANTON POLICE DEPARTMENT POLICY

*Effective Date:*  
**February 3, 2020**

*Policy Number:*  
**09-002**

*Policy Subject:*  
**Physical Fitness and Wellness Program**

*Reevaluation Date:*  
**February 3, 2021**

*No. Pages:*  
**5**

*PLEAC Standard(s):*  
**3.7.1**

### **I. PURPOSE**

The purpose of this policy is to outline the importance of physical fitness and total wellness for the employees of the Scranton Police Department, encourage their participation in a fitness program, and address the use of the fitness room in Scranton Police Headquarters.

### **II. POLICY**

#### **A. General Health and Fitness**

1. The very nature of law enforcement requires that members should maintain a high level of physical fitness in order to meet the physical demands of their profession. The goal of a physical fitness program is to assist members in maintaining a healthy and prosperous life by providing incentives and guidance in the area of physical fitness.
2. Although the Scranton Police Department does not have a mandatory physical fitness program, employees are required to maintain their general health and fitness to a level which would allow them to perform their job responsibilities in accordance with their essential job functions of their current assignments.
3. Employees are encouraged to maintain their physical fitness through the use of the Department's fitness room or any other facility of their choice that provides both cardiovascular and weight training equipment. The Department's fitness room is available 24 hours a day.

#### **B. Wellness Program**

1. Wellness is a state of optimum health and well-being achieved through the active pursuit of good health and the removal of barriers to healthy living.
2. Employees have a personal responsibility for their health. There is widespread agreement, for example, about the dangers of smoking and substance abuse, the importance of physical and emotional fitness, and the effectiveness of good nutrition. The Scranton Police Department encourages members to adopt behaviors that will improve their health.

### **III. FITNESS ROOM PROCEDURES**

- A. The fitness room shall only be used by full-time employees of this Department.
- B. Prior To Use
  1. All employees desiring to use the fitness room will have signed an Acknowledgement and Release of Liability Form (SPD 08-038). This form shall be maintained in the individual's personnel file.
  2. The Fitness Room is available for use 24 hours a day, 365 days a year unless shut down for specific reasons.
  3. When only one employee is in the room exercising, he/she is encouraged to notify the Desk Officer on duty, that he/she is in the room alone and should check-in every 20 minutes with the Desk Officer to ensure that no problem exists or happened during that 20 minute exercise period.
  4. Employees not familiar with a piece of equipment should contact a knowledgeable employee for familiarization instructions.
- C. During Use
  1. Since both males and females may be using the room at the same time, appropriate dress/attire and behavior are required.
  2. Personal hygiene products and equipment cannot be left in the fitness room.
  3. All equipment shall be used in compliance with the manufacturers' guidelines. A facility maintenance request form will be submitted when there is a problem with a piece of equipment.
  4. Equipment shall be wiped down and disinfected after each use.

### **IV. USE OF FITNESS ROOM WHILE ON-DUTY**

- A. Officers may use the fitness room up to one (1) hour a day for a maximum of three (3) hours per week.

- B. The use of the fitness room by all officers on duty will be at the discretion of the respective shift commander, based on the availability of personnel on shift that day.

**V. ATTACHMENTS**

- A. Acknowledgement and Release of Liability Form

By Order Of:

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Chief Carl R. Graziano  
Superintendent of Police  
Scranton Police Department

## **SCRANTON POLICE DEPARTMENT FITNESS ROOM ACKNOWLEDGEMENT AND RELEASE OF LIABILITY WAIVER FORM**

**In consideration of being allowed to use the facility and equipment in the Scranton Police Department Fitness Room, the undersigned acknowledges, appreciates, and agrees that:**

1. There is a risk from the use of these facilities and equipment, and while particular rules, equipment, and personal discipline may reduce this risk, the risk of injury does exist and I knowingly and freely assume all such risks, both known and unknown, even if arising from the negligence of the releases or others, and assume full responsibility for my participation; and
2. I acknowledge the existence of, have read and willingly agree to comply with the stated terms and conditions for participation as outlined by the Order concerning the Fitness Room. If I observe any unusual significant hazard during my presence or participation, I will remove myself from participation and bring such to the attention of any working supervisor or commander to include submitting a deficiency slip; and
3. I verify that my physical activity has not been restricted by any medical authority prohibiting my use of any of the equipment in the Fitness Room. Should I be so advised, I am immediately obligated to notify the Police Department of same in writing.
4. I, for myself and on behalf of my heirs and assigns hereby release and hold harmless the Scranton Police Department, and its employees, the City of Scranton and their administration, officials, agents or employees, with respect to any injury, disability, death, or loss.

I HAVE READ THIS ACKNOWLEDGEMENT, RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date