

obesity care should be covered like any other chronic disease—**it's only fair**



The EveryBODY Covered campaign is a program of the Alliance for Women's Health and Prevention (AWHP). The campaign aims to increase awareness of obesity as a chronic disease with a significant impact on women throughout their lives, especially women of color. EveryBODY Covered is made up of organizations in the women's health, disease specific, multicultural health and employer communities who are working to expand insurance coverage for comprehensive obesity care.

the EveryBODY Covered campaign encourages employers to prioritize obesity within workplace healthcare and equity strategies by:



Recognizing obesity as a chronic disease with causes that include those outside of an individual's control. This includes an understanding of the impact the disease has on all aspects of employee well-being, including physical, social and financial considerations.



Reviewing your benefits offerings for opportunities to better support obesity care for your employees and communicate coverage as a priority to your benefits administrators. Coverage for obesity care that is comprehensive should include four pillars: medical nutrition therapy, intensive behavioral therapy, FDA-approved medications and bariatric surgery.¹



Working against weight bias at every level of your company and making sure that this is demonstrated through your company's culture. Some strategies to address weight stigma include educating your employees about weight bias; using person-first, inclusive language; establishing an employee resource group (ERG); and providing reasonable accommodations for employees living with obesity (e.g., telework and sick leave policies).²

companies have taken varying approaches to providing obesity care coverage for their employees. best practice recommendations from leading organizations include:

➔ **STOP Obesity Alliance**
[Comprehensive Obesity Benefit and Checklist](#)^{3,4}

➔ **Business Group on Health**
[An Employer's Practical Playbook for Treating Obesity](#)⁵

➔ **National Alliance of Healthcare Purchaser Coalitions**
[Employer Recommendations to Address Obesity Coverage](#)⁶

➔ **Milken Institute**
[Modernizing Care for Obesity as a Chronic Disease: A How-To Guide for Employers](#)⁷

1 journals.lww.com/joem/fulltext/2023/12000/a_comprehensive_obesity_benefit_as_a_guide_for.26.aspx

2 www.obesityaction.org/wp-content/uploads/Weight-Bias-in-the-Workplace.pdf

3 stop.publichealth.gwu.edu/sites/g/files/zaxdzs4356/files/2022-02/comprehensive_obesity_care_v_9.1.21.pdf

4 stop.publichealth.gwu.edu/sites/g/files/zaxdzs4356/files/2022-02/cob_checklist.pdf

5 www.businessgrouphealth.org/resources/practical-playbook-managing-overweight-and-obesity

6 www.nationalalliancehealth.org/news/national-alliance-of-healthcare-purchaser-coalitions-releases-employer-recommendations-to-address-obesity-coverage/

7 milkeninstitute.org/content-hub/research-and-reports/reports/modernizing-care-obesity-chronic-disease-how-guide-employers

learn more at
www.everyBODYcovered.org/employers

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