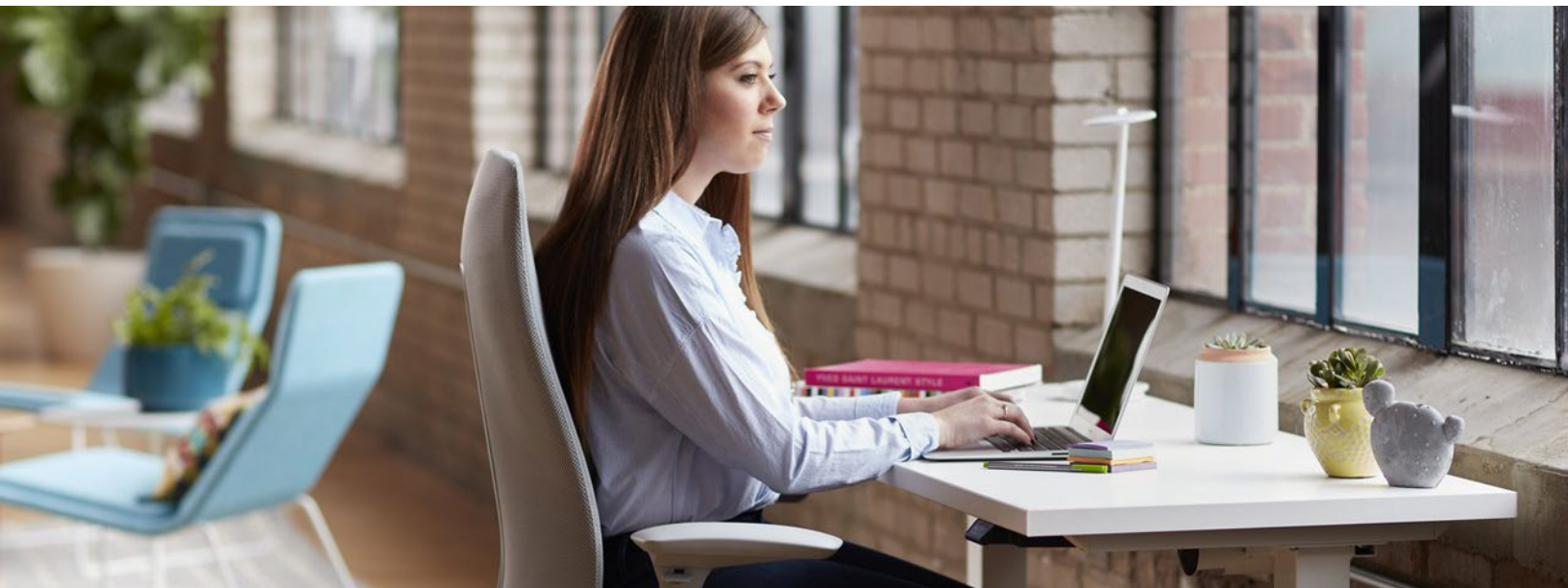


Work from Home: Best Ergonomic Practices



80% of employees want to work from home at least some of the time

Source: *State of Remote Work 2019*, Owl Labs

Why Invest in Ergonomics for Employee Home Offices?

As organizations continue to evaluate how to keep employees safe and engaged long-term, a Work from Home (or Work from Anywhere) policy offers a good solution. The global pandemic has accelerated the exploration of home office programs for many organizations—and both employer and employee are reaping benefits.

Protecting Your Most Important Asset

While your people may not be in the office, there is still advantage in giving them the tools they need to do their best work. Providing ergonomic solutions and sharing information on healthy ways to work from home shows you care about their well-being, which can lead to stronger employee engagement and performance. When your workforce is your most valuable asset, it pays to invest in them while demonstrating you support their choice to work from home.

Things to Consider

Many workers' compensation laws do not distinguish between home-based and office-based workers. Here are three ways to prevent injuries and mitigate risk for your organization:

1. Provide an ergonomically designed workspace
2. Offer instructions on how to set up an ergonomically designed workspace
3. Provide reimbursement for an ergonomically designed chair and desk

Why We Can't Focus at Work

Telecommuting is sometimes requested as a reasonable accommodation under the Americans with Disabilities Act (ADA). For example, if someone has:

- A disability and a medical need to work at home, and essential job functions can be accomplished there
- An underlying condition resulting in a medical need to avoid the workplace because of COVID-19

Insurance company policies vary on how they view the home office as an extension of the office—be sure to check with your policy holder.

Setting up Employees for Success

Basic fundamentals for creating a healthy work environment in the home office include:

- Ergonomic chair
- Height-adjustable table
- External monitor

Haworth also offers knowledge-based information and tips to share with employees to help support their physical health while they're working from a home office.

- Ergo Tips for Working at Home During the COVID-19 Pandemic
- Ergonomic Self-Evaluation for Home Computer Use
- Spark article: "[7 Exercises You Can Do at Your Desk](#)"

Want to learn more?

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