


Category	Health, Safety and Environment	Policy Number	SUP-HSE-101	 جامعة زايد ZAYED UNIVERSITY
Distribution	External	Version	5.1	
Responsible Office	CAFO	Policy Owner	CPDS	
Date Approved	1 April 2024	Effective Date	1 April 2024	
Date Last Reviewed	27 March 2024	Due Date for Next Review	27 March 2027	

POLICY

Health and Safety

1. Purpose

This policy ensures Zayed University's commitment to pursue excellence in health and safety management by conforming to national and international standards.

2. Scope of Application

This policy applies to all Zayed University (“**University**”) faculty, staff, students, visitors, contractors, and outsourced staff.

3. Policy

3.1 The University will conduct its Health and Safety management in compliance with the latest requirements from the Abu Dhabi Public Health Center (ADPHC) Legislation, Occupational Safety and Health System (OSHAD), Occupational Health and Safety Management System as per ISO 45001:2018, and Ministry of Education (MOE) Education Sector Occupational Environment, Health and Safety Management System General Framework (EDS EHSMS GF).

3.2 The University administration is committed to comply with the applicable health and safety legal requirements, to provide a safe and healthy workplace for prevention of injury, ill health, and to continually improve the safety and wellbeing of all personnel including employees, students, visitors, and others.

3.3 The University administration ensures the best health and safety practices through the engagement of relevant personnel working for and on behalf of the University's work and activities by:

- a) Eliminating hazards and reducing of risks wherever possible,
- b) Regularly consulting with and involving university employees and students in matters relating to health and safety on the University campuses,
- c) Providing adequate welfare facilities and maintaining campuses and University equipment that are safe and healthy; and by appropriately managing any potential health risks,
- d) Conducting formal risk assessments and identifying any hazards in order to eliminate or minimize physical and psychological risks for all the activities taking place on the university premises,

- e) Ensuring effective emergency procedures and control measures are in place, properly used, and maintained; and that they are in line with Civil Defence requirements and Environment, Health and Safety Management System guidelines,
- f) Setting up, and periodically measuring, monitoring, and reviewing the health and safety objectives, targets, and performance through the involvement of the Environment, Health and Safety (EHS) Committee.

3.4 Every department will comply with this policy through documented and enforced procedures/plans outlining responsibilities, resources, accountabilities, and various arrangements.

3.5 The EHS Committee will review this policy and procedures towards overall institutional health and safety compliance.

3.6 The information contained in this policy will be communicated to the University community, posted in public areas on the University campuses, and made available for external communications as required.

3.7 The University will continually improve its health and safety performance through the application of ISO 45001:2018 in the Zayed University Environmental Health and Management System (ZU EHSMS) to ensure its adequacy, and compliance towards sustainable health and safety performance.

4. Related Policies and Laws

- SUP-HSE-102 Emergency Response and Evacuation
- SUP-HSE-103 Environment
- SUP-FPM-201 Campus Security
- SUP-FPM-202 Reporting Campus Incidents
- ISO 45001:2018

5. Administration

This policy is administered by the Campus Physical Development and Services Department in coordination with all relevant colleges, Student Affairs, and the Human Resources Department.

6. Revision History

Date	Revision
1 April 2024	Approved by the CAFO (v.5.1).
27 March 2024	Non-substantive changes: <ul style="list-style-type: none"> • Updated the relevant organization names in 3.1. • Clarified the wording in 3.6. • Added ZU EHSMS for greater clarification in 3.7.
11 February 2023	Administrative change: <ul style="list-style-type: none"> • Updated the information header and policy numbers to be in line with the new format.

	<ul style="list-style-type: none"> Updated the policy number from SUP-CPDS-04 to SUP-HSE-101.
4 October 2020	President's Decree issued (PD #90 of 2020) (v.5.0).
12 October 2017	Approved by the University Council (v.4.0).
18 October 2016	Approved by the University Council (v.3.0).
28 March 2016	Revised policy approved by the University Council (v.2.0).
16 June 2015	New policy required by CAA, approved by the University Council (v.1.0).