



Environmental Health, Safety and Well-being Policy

1. Purpose

The Institute of Business Management (IoBM) is committed to providing a safe, healthy, secure, and supportive environment for students, faculty, staff, visitors, contractors, and all members of the University community.

This Policy establishes a framework for promoting environmental health, occupational safety, emergency preparedness, accessibility, well-being, and responsible environmental practices across all University operations and activities.

2. Objectives

The objectives of this Policy are to:

- Promote a safe and healthy campus environment.
- Protect the health, safety, and well-being of the University community.
- Prevent accidents, injuries, and environmental incidents.
- Support physical, mental, and emotional well-being.
- Promote emergency preparedness and resilience.
- Ensure compliance with applicable health, safety, and environmental requirements.
- Foster a culture of shared responsibility for safety and well-being.
- Support sustainable and responsible campus operations.

3. Scope

This Policy applies to:

- Students
- Faculty
- Staff
- Visitors
- Contractors
- Vendors
- Service providers

and covers all University facilities, operations, events, activities, and campuses.

4. Guiding Principles

Environmental Health, Safety and Well-being activities at IoBM shall be guided by the following principles:

Prevention

Preventing incidents is preferable to responding to them.

Responsibility

Safety and well-being are shared responsibilities across the University community.

Inclusion

All individuals should have equitable access to a safe and supportive environment.

Preparedness

The University shall maintain readiness to respond to emergencies and unforeseen situations.

Continuous Improvement

Health, safety, and well-being practices shall be regularly reviewed and improved.

5. Campus Health and Safety

The University shall promote safe working and learning conditions for faculty, staff, students, and contractors.

Measures may include:

- Risk assessment processes.
- Safe campus operations.
- Safety training and awareness.
- Appropriate use of equipment.
- Reporting of hazards and incidents.
- Preventive maintenance programs.

Departments shall take reasonable measures to identify and manage risks associated with their activities.

6. Emergency Preparedness and Response

IoBM recognizes the importance of emergency preparedness and resilience.

The University shall maintain procedures and plans addressing situations such as:

- Fire emergencies.
- Medical emergencies.
- Natural disasters.
- Utility disruptions.
- Security incidents.
- Environmental incidents.
- Other emergencies affecting campus operations.

Emergency response plans shall be reviewed periodically and communicated to relevant stakeholders.

7. Environmental Health

The University shall seek to minimize environmental risks associated with campus operations.

This may include:

- Safe management of waste.
- Hazardous material management.
- Pollution prevention measures.
- Sustainable resource management.
- Water quality protection.
- Air quality considerations.
- Environmentally responsible operational practices.

Environmental health initiatives shall align with the University's sustainability objectives.

8. Accessibility and Inclusion

IoBM is committed to promoting an accessible and inclusive campus environment.

The University shall seek to:

- Improve accessibility of facilities and services.
- Support individuals with disabilities.
- Remove barriers to participation where feasible.
- Promote equitable access to educational and campus experiences.

Accessibility considerations shall be incorporated into planning, development, and operational processes.

9. Student and Employee Well-being

IoBM recognizes that well-being contributes to academic success, professional effectiveness, and quality of life.

The University shall promote well-being through:

- Supportive campus environments.
- Health awareness initiatives.
- Mental health and wellness support services.
- Recreational and physical activity opportunities.
- Community-building initiatives.
- Safe and respectful campus interactions.

The University shall encourage a culture that values health, well-being, dignity, and mutual respect.

10. Respectful and Supportive Environment

The University is committed to maintaining an environment characterized by:

- Respect.
- Professional conduct.
- Inclusion.
- Dignity.
- Personal safety.

IoBM shall maintain mechanisms through which concerns regarding safety, well-being, harassment, discrimination, misconduct, or related issues may be reported and addressed in accordance with University policies and procedures.

11. Safety Education and Awareness

The University shall promote awareness of health, safety, and well-being through:

- Orientation programs.
- Awareness campaigns.
- Training activities.
- Safety communications.
- Workshops and seminars.
- Emergency preparedness initiatives.

Members of the University community are encouraged to actively participate in these efforts.

12. Health, Safety and Well-being in Events and Activities

Organizers of University events and activities shall consider:

- Participant safety.
- Emergency preparedness.
- Accessibility requirements.
- Environmental considerations.
- Responsible event management practices.

Health and safety considerations shall form part of event planning and approval processes.

13. Environmental Health, Safety and Well-being Targets

By 2030

IoBM shall strive to:

- Maintain a safe and healthy campus environment.
- Strengthen emergency preparedness and response capabilities.
- Promote greater awareness of health, safety, and well-being.
- Enhance accessibility across campus facilities and services.
- Support physical and mental well-being initiatives.
- Improve reporting and monitoring of health and safety indicators.
- Integrate environmental health and safety considerations into campus planning and operations.

Progress toward these targets shall be reviewed periodically.

14. Monitoring and Reporting

The University shall monitor:

- Health and safety incidents.
- Emergency preparedness activities.
- Environmental health initiatives.
- Accessibility improvements.
- Well-being programs and participation.
- Safety awareness activities.
- Relevant compliance and performance indicators.

Performance shall be reported through the Sustainability Reporting Framework and Annual Sustainability Report.

15. Responsibilities

Sustainability Office

- Support environmental health initiatives.
- Coordinate sustainability-related reporting.

Human Resources

- Support employee health, safety, and well-being initiatives.

Student Affairs

- Support student well-being programs and awareness activities.

Facilities and Maintenance

- Maintain safe infrastructure and operational environments.

Security Department

- Support campus safety, emergency response, and incident management.

Students, Faculty and Staff

- Comply with health and safety requirements.
- Report hazards and incidents.
- Contribute to a safe and respectful campus environment.

16. Review

This Policy shall be reviewed every three years or earlier if required.

17. Effective Date

This Policy shall take effect upon approval by the President of the Institute of Business Management.

Approved By:  _____

President, Institute of Business Management

Date: December 1st, 2025

Version: 1.0