



*Baku State University*

## HEALTH, SAFETY AND WELLBEING POLICY

### SUSTAINABLE DEVELOPMENT GOALS





© 2023 Baku State University. All rights reserved.



No part of this publication or material, including but not limited to text, images, graphics, or other content, may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, or other electronic or mechanical methods, without the prior written permission of Baku State University. For permission requests, please contact the university at [bsuktm@bsu.edu.az](mailto:bsuktm@bsu.edu.az)

Unauthorized use or duplication of any material contained within this publication may result in legal action.



# CONTENT

## SECTION 1: INTRODUCTION ABOUT THE CURRENT SITUATION

- 1.1. Introduction
- 1.2. Current situation
- 1.3. Legal base

## SECTION 2: MISSION, OBJECTIVES AND SCOPE OF THE POLICY

- 2.1. Mission
- 2.2. Objectives
- 2.3. Scope of the policy
- 2.4. Baku state university's commitment to sexual and reproductive health care
- 2.5. Smoke-free campus

## SECTION 3: ACTION PLAN, MONITORING AND REPORTING

- 3.1. Action plan for short-term and long-term period
- 3.2. Execution, monitoring and reporting

## SECTION 4: RESOURCE ALLOCATION

- 4.1. Resource allocation



## SECTION 1: INTRODUCTION ABOUT THE CURRENT SITUATION

### 1.1 Introduction

The University is unwavering in its commitment to fulfilling its duty of care by ensuring:

The health, safety, and well-being of its staff, students, and visitors are prioritized during activities conducted at or for the University.

Risks to the health, safety, and well-being of individuals are systematically identified, mitigated, and minimized to a reasonably practicable extent.

Adherence to all compliance requirements is rigorously maintained.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Current situation

The current situation for the respective direction is as follows:

### University Polyclinic:

Health care services, including physical, gynecological, reproductive, and other services.

Informational and awareness campaigns.

Free of charge for students and employees.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Psychological Counseling Service



Support individuals in realizing their full potential.

Establish a framework for active engagement in social and academic life.

Mental health support.

Cognitive behavioral treatment.

Counseling in various areas (depression, anxiety, post-traumatic stress disorder, sexual problems, couple counseling, personal development, sleep disorders, family counseling, elimination of harmful habits).





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Law Clinic Assistance



Free legal aid by highly educated lawyers from BSU's law faculty.

Assistance provided to the needy, underprivileged, elderly, refugees, people with disabilities, and students.

Guidance in defending interests at state and other organizations, legal document preparation.







<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## BSU Volunteers

Approximately  
1,000  
volunteer  
students.



Active  
participation  
in various  
events and  
actions.



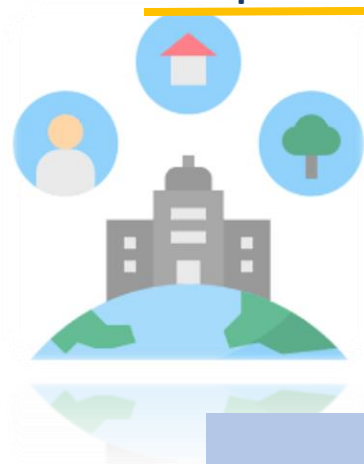
Instrumental  
pillar of social  
and civic  
engagement  
within the  
university and  
the larger  
community.







## Campus Environment



# No Smoking Policy

Smoking (cigars, cigarettes, pipe tobacco, electronic cigarettes) not permitted in any university area.

Prohibited in buildings, residence halls, clinics, labs, classrooms, offices, plazas, vestibules, etc.

No smoking near covered walkways, ventilation systems, building entrances, or on campus property.



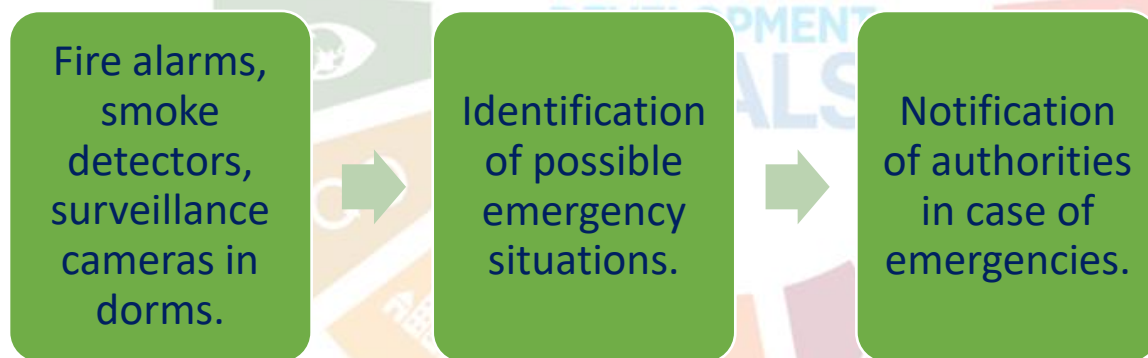


<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Dormitory Monitoring





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## STUDENT CITY

The student campus of BSU includes student dormitory No. 1 (Student House) and student dormitory No. 2. The 5-story, 220-seat "Student House" of BSU was commissioned in 2021. Designed for both foreign and local students, the dormitory has 104 standard student rooms and 2 guest rooms for short-term visitors to BSU. Conditions meeting modern standards have been created in the "Student House", the rooms are equipped with necessary furniture, household appliances, heating system. There is a library equipped with the necessary literature and reading room, a meeting room, a leisure room, a kitchen, a laundry room, and a dining room equipped with all the necessary equipment. In the courtyard of the dormitory, sports equipment has been installed and a recreation corner has been created for students to spend their free time effectively.







There are 24 double and 2 triple rooms on each floor of the dormitory. The rooms are provided with a table, chair, modern bed furniture and wardrobe with individual, special design and color for each student. Two kitchens and two utility rooms are at the service of students on each floor. Refrigerators and other necessary equipment are placed in the kitchen to ensure students' comfort. The rooms are equipped with high-speed internet.

Fire-fighting equipment is installed on all floors and rooms of the dormitory, which is equipped with a central heating system. There is a medical center provided with necessary equipment and medicines in the dormitory. Security in the dormitory area is regularly monitored by cameras.







## UNIVERSITY POLICLINIC

Polyclinic No. 30, located on the territory of the University, provides medical services to BSU faculty and student contingent. The main task of the polyclinic, which started operating in 1990, is to provide medical services to the university's many thousands of teachers and students, and to protect their health. 19 doctors and 18 paramedics work in the polyclinic. The polyclinic has laboratory, therapy, ophthalmology, physiotherapy, surgery, dentistry and other medical rooms. Here, patients are examined using an ultrasound examination device, physiotherapy equipment, stemmatological and other devices. Biochemical and clinical analyzes are carried out in the polyclinic's laboratory. In the biochemical analysis, rheumatism, triglycerides, cholesterol, sugar, ALT, AST, hormones, and in the clinical analysis, the general analysis of blood, hemoglobin, ECS, feces, urine and leukocytes are checked. Malaria testing is also carried out in the laboratory. The polyclinic is provided with medicines and necessary medical supplies by the Baku General Health Department.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## PSYCHOLOGICAL COUNSELING SERVICE



The Psychological Assistance Sector of Baku State University (BSU) was established in 2019. The aim of the psychological assistance sector, which was created for the first time among Azerbaijan higher education institutions in Baku State University, is to help the professional personal development and growth of university employees and students, to provide their psychological protection, to maintain and strengthen their psychological health, and to help students realize their abilities. Favorable socio-psychological and socio-pedagogical conditions for training activities have been created in the sector. The compliance of psychological service activities with the modern principles of the higher education system, the unity of scientific, applied and practical aspects of psychological service in higher schools, the development of diagnostic, predictive and management functions in relation to all higher school subjects are the main organizational and operational principles of the Psychological Assistance Sector.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



The Psychological Assistance Sector contributes to the creation of an atmosphere of mutual understanding and mutual respect between the professor-teacher, administrative-technical and student staff. This activity was especially important in preventing the emotional and mental crisis that may arise in students during the pandemic. Conducting training on "Stress and stress management", "Depressive state", "Psychosomatic problems", "Couple relations", "Personal development", "Mood disorders", "sleep disorders", "Family counseling" in the sector. Services such as anxiety disorders, posttraumatic stress and related disorders, sexual problems, couple counseling, and harmful habits are provided.

The sector regularly carries out educational activities among employees and students. Considering the moral and psychological condition of the students and employees who stayed at home during the special quarantine regime, he provided psychological support to them through official social media accounts. During the pandemic, the sector considered more than 300 individual applications of employees and students and provided professional assistance in eliminating their individual psychological problems.







<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## SPORTS AND HEALTH CENTER

Sports and Health Center of Baku State University was established in 2020 at the base of the Sports Club. The main task of the center is to instill high moral, voluntary and physical qualities, national moral values in university employees and student-young people, to help organize their free time effectively, to prepare them for work and defense of the motherland, and to help them to form healthy, modern, comprehensive personalities. A healthy lifestyle and sports have a great role in training active and capable specialists of the modern era. Taking this into account, BSU has created all conditions for employees and students to systematically engage in sports, to organize their free time effectively, and to train athletes regularly. Chess, volleyball, football, basketball, handball, badminton and other sports teams have been formed in the center, consisting of employees and students. Teams are prepared by highly qualified coaches. The staff, female, and male student teams of BSU regularly train and represent the University well in competitions and contests held at the BSU and at the national level.







<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## CULTURE-CREATIVE CENTER



The Culture and Creativity Center of Baku State University (BSU) was established in 2020 on the basis of the self-activity club. Its main task is to hold cultural-mass events, competitions and festivals, to create conditions for employees and students of the University to reveal and develop their creativity, to organize their free time in an efficient way, as well as to educate young students in the spirit of patriotism, to inform students of the essence of the cultural policy carried out in the country. incultation, preservation of universal and national-spiritual values, promotion of multicultural and spiritual values in the university, etc.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



The Center regularly participates in social projects implemented at the University as an organizer of mass events, literary and artistic evenings, new compositions, competitions, exhibitions and conferences. BSU works to ensure the active participation of employees and students in large-scale projects and various literary and artistic events in the country and plays an active role in revealing the self-development of talented students. The center has an instrumental and dance ensemble of female and male students, a choir, art and drama club.







<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## LEGAL BASE

### Health and safety commitment:



The University underscores its dedication to health and safety through the implementation of a comprehensive safety management system.

This system is designed to support governance arrangements, objectives, and principles related to health, safety, and well-being. It encompasses safety risk management, incident reporting, injury management, and compliance with legal requirements. All these standards have to follow Labor Code of The Republic of Azerbaijan (<https://e-qanun.az/framework/46943>) and Law of The Republic of Azerbaijan on education (<https://e-qanun.az/framework/18343>).





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



**Wellbeing:** The University places a high value on the health of its staff and students, recognizing that well-being significantly influences workforce and student performance. The University is committed to cultivating a working and learning environment that fosters a healthy, safe, and engaged community.

Proactive measures will be taken to support the welfare of staff and students, optimizing their potential. The University will implement measures to identify psychosocial hazards and establish controls to mitigate associated risks.



## SECTION 2: MISSION, OBJECTIVES AND SCOPE OF THE POLICY

### 2.1. Mission of the policy

This policy articulates the University's dedication to safeguarding the health, safety, and well-being of all individuals involved in activities associated with the institution.





## 2.2. Objectives of the policy

The purpose of this policy is to guide University staff and students on their obligations concerning Health, Safety, and Wellbeing. By doing so, it aims to establish clear expectations for both parties.

## 2.3. Scope of the policy:

This policy applies to all individuals affiliated with the University, including staff members and students.

## 2.4. BAKU STATE UNIVERSITY'S COMMITMENT TO SEXUAL AND REPRODUCTIVE HEALTH CARE

Baku State University (BSU) is committed to promoting the health and well-being of its students by providing comprehensive sexual and reproductive health-care services. The university recognizes the importance of education and access to information in empowering students to make informed decisions about their health.



<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Sexual and Reproductive Health-Care Services



### 1. Health Care and Counseling Services:



#### On-Campus Health Center

- BSU's on-campus health center offers confidential sexual and reproductive health-care services to students. These services include consultations, examinations, and referrals to specialized care if needed.

#### Professional Counseling

- The university provides professional counseling services to support students with concerns related to sexual and reproductive health, ensuring a safe and supportive environment for discussion and advice.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## 2. Educational Programs and Workshops:

- BSU organizes regular workshops and seminars on topics such as sexual health, reproductive rights, contraception, and safe practices. These sessions are led by healthcare professionals and are designed to equip students with essential knowledge and skills.

### Workshops and Seminars



- The university conducts awareness campaigns on campus to address critical issues such as sexually transmitted infections (STIs), HIV/AIDS prevention, and healthy relationships.

### Awareness Campaigns



## 3. Access to Resources:

### Educational Materials

BSU provides access to a variety of educational materials, including brochures, articles, and online resources, to help students stay informed about sexual and reproductive health topics.



### Online Platforms

The university utilizes online platforms and social media to disseminate information and engage students in discussions about sexual and reproductive health.



<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## 4. Partnerships and Collaborations



### Collaboration with Health Organizations



BSU collaborates with local and national health organizations to enhance the quality and reach of its sexual and reproductive health-care services. These partnerships enable the university to offer specialized workshops and access to expert advice.

SUSTAINABLE  
DEVELOPMENT

### Student-Led Initiatives



The university supports student-led initiatives and clubs focused on sexual health education and advocacy, encouraging peer-to-peer learning and support.







<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Impact on Student Well-being

### Empowerment and Education

By providing access to sexual and reproductive health-care services, BSU empowers students to make informed choices about their health and well-being, contributing to a healthier and more informed student community.

### Supportive Environment

The university's comprehensive approach fosters a supportive and inclusive environment where students feel comfortable seeking information and assistance on sensitive health matters.

### Promoting Health and Safety

BSU's commitment to sexual and reproductive health care promotes the overall health and safety of its students, ensuring they have the resources and support needed to lead healthy lives.





## 2.5. SMOKE-FREE CAMPUS

Baku State University (BSU) is committed to providing a healthy, safe, and clean environment for its students, staff, faculty, and visitors. To support this commitment, BSU has implemented a smoke-free campus policy that prohibits smoking in all indoor and outdoor areas on university property.



### Scope

This policy applies to all individuals on Baku State University premises, including students, faculty, staff, contractors, and visitors. It encompasses all university-owned or leased buildings, facilities, outdoor spaces, and vehicles.

#### Definitions

##### Smoking

The act of inhaling, exhaling, burning, or carrying any lighted or heated tobacco product, including cigarettes, cigars, pipes, and electronic smoking devices (e-cigarettes, vaping devices).

##### University Property

Includes all buildings, grounds, parking areas, walkways, recreational areas, university-owned or leased vehicles, and any other spaces managed by Baku State University.



<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Prohibited Areas:

Smoking is prohibited in all indoor and outdoor areas on BSU property, including but not limited to:

Classrooms, laboratories, and lecture halls

Offices and administrative buildings

Libraries and study spaces

Dining facilities and cafeterias

Residence halls and dormitories

Sports complexes and recreational facilities

Parking lots and university vehicles

Campus walkways and open spaces







## SECTION 3. ACTION PLAN, MONITORING, AND REPORTING

### 3.1. ACTION PLAN:

#### Short-Term Actions

##### Immediate Awareness Campaigns

- Launch immediate awareness campaigns regarding the existing health and safety services such as the University Polyclinic, Psychological Counseling Service, Law Clinic Assistance, and other support services.
- Utilize various communication channels, including social media, emails, and physical posters, to ensure widespread awareness.

##### Training Sessions

- Conduct training sessions for staff and students on the existing health and safety measures, including the no-smoking policy, emergency procedures, and proper use of facilities.

##### Emergency Response Drill

- Organize an emergency response drill to ensure that all individuals on campus are familiar with evacuation procedures and emergency contacts.

##### Feedback Mechanism

- Establish a feedback mechanism for individuals to report any immediate concerns or issues related to health, safety, and wellbeing.



## Long-Term Actions

### Continuous Monitoring and Evaluation

- Implement a systematic monitoring and evaluation process for the effectiveness of health and safety measures.
- Regularly review incident reports, identify trends, and update policies accordingly.

### Expansion of Support Services

- Evaluate the effectiveness and demand for existing support services like the Psychological Counseling Service and consider expanding services based on the needs of the university community.

### Infrastructure Enhancement

- Plan for the enhancement of infrastructure, especially in student dormitories and healthcare facilities, to ensure they meet modern standards.
- Regularly assess and upgrade safety features in dormitories, including fire alarms and surveillance systems.

### Wellbeing Programs

- Develop and implement long-term wellbeing programs that promote a healthy lifestyle and mental health awareness among staff and students.
- Introduce workshops, seminars, and activities that focus on stress management, work-life balance, and overall wellbeing.



<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Collaboration with External Entities

Explore collaborations with external entities, such as health organizations or government agencies, to enhance the University's health and safety initiatives.

## Technology Integration

Explore the integration of technology for health monitoring, emergency alerts, and communication to enhance the overall safety of the campus.

## Regular Policy Review

Establish a schedule for regular reviews of the Health, Safety, and Wellbeing Policy to ensure its continued relevance and effectiveness.

Involve stakeholders in the review process to gather diverse perspectives.

## Community Engagement

Foster a sense of community engagement through initiatives like the BSU Volunteers program, encouraging students to actively participate in community service and events.





<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.



## Data-Driven Decision Making



Implement a data-driven approach to decision-making by collecting and analyzing data related to health, safety, and wellbeing.



Use data insights to identify areas for improvement and allocate resources strategically.

## Sustainability Initiatives



Integrate sustainability initiatives into the Health, Safety, and Wellbeing Policy, promoting a healthy and environmentally conscious campus

### 3.2. Execution, Monitoring and Reporting

The University will proactively address risks and opportunities by:

Identifying, assessing, and controlling both physical and psychosocial foreseeable risks to prevent or minimize harm.

Planning, implementing, controlling, and maintaining processes to reduce hazards, manage change, support safe procurement, and manage contractors.

Establishing health and safety objectives.

Ensuring emergency preparedness and response.

Allocating resources for the maintenance and continual improvement of the safety management system.

Reporting and investigating incidents, injuries, illnesses, and other harm resulting from work processes, and implementing and communicating preventative strategies.

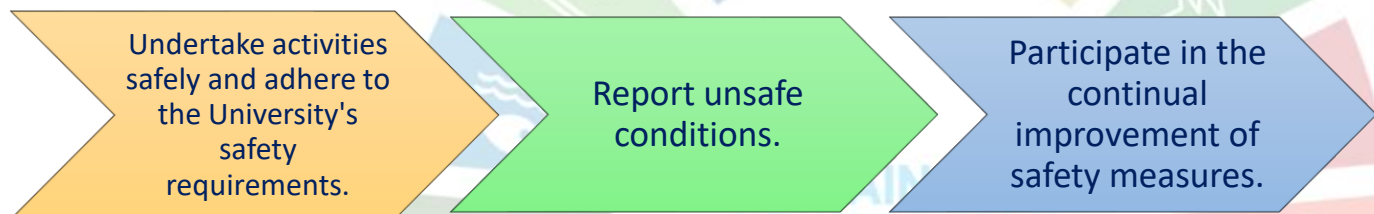


<http://sdg.bsu.edu.az/>

© 2023 Baku State University. All rights reserved.




- Staff and students will receive appropriate training and support to:



## LEADERSHIP COMMITMENT AND CONSULTATION

University senior management will exhibit leadership and commitment to health, safety, and well-being by:



Consulting with staff to ensure the effectiveness of safety management systems and regular review of health and safety issues.

Continuously improving and measuring health and safety performance through staff consultation, health and safety committee meetings, and the issue resolution process.



## SECTION 4: RESOURCE ALLOCATION

### 4.1. Resource Allocation

For achieving the objectives of this policy, the following resources will be allocated by respective units, committees, and working groups:

#### Competent and Trained Human Resources

- Ensure that staff members involved in health, safety, and wellbeing management are competent and well-trained.
- Training programs for emergency response, risk assessment, and general health and safety practices.

#### Sufficient Financial Resources

- Allocate adequate funds to support health, safety, and wellbeing initiatives.
- Financial provisions for safety equipment, awareness campaigns, and ongoing training programs.

#### Physical Infrastructure

- Maintain and upgrade physical infrastructure to meet health and safety standards.
- Invest in necessary facilities, such as well-equipped healthcare centers, safety signage, and emergency response systems.

The responsible units, committees, and working groups will work collaboratively to ensure effective utilization of these resources in alignment with the outlined policies and objectives. Regular reviews and assessments will be conducted to optimize resource allocation for continuous improvement in health, safety, and wellbeing across the University.

