



Grand Asian University, Sialkot

OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY

(2026)

ALIGNED WITH UNITED NATIONS
Sustainable Development Goals 2030



SDG 13

Climate Action

Document Reference

**OCCUPATIONAL HEALTH AND SAFETY (OHS)
POLICY**

Version

Version 1.0

Approved Date

11 May, 2026

Review Cycle

Every 3 Years



Sustainable
Development
Goals

1. PURPOSE

Grand Asian University Sialkot (GAUS) is committed to providing a safe, healthy, secure, and supportive working and learning environment for all students, faculty, staff, researchers, contractors, visitors, and stakeholders. This Policy establishes the University's framework for Occupational Health and Safety (OHS) management, hazard prevention, risk reduction, emergency preparedness, workplace well-being, and continuous improvement in health and safety performance.

2. SCOPE

This Policy applies to:

- All academic departments and faculties
- Administrative offices and support units
- Laboratories and research facilities
- Workshops and maintenance areas
- Libraries and learning spaces
- Cafeterias and food-service operations
- Outdoor facilities and common areas
- Students, faculty, staff, contractors, vendors, and visitors

3. POLICY STATEMENT

GAUS shall maintain a proactive Occupational Health and Safety Management System that prevents injuries, minimizes workplace hazards, promotes health and well-being, ensures regulatory compliance, and fosters a culture of safety throughout the University. Health and safety considerations shall be integrated into all university operations, teaching, research, community engagement activities, and campus development initiatives.

4. OBJECTIVES

The objectives of this Policy are to:

- Protect the health, safety, and well-being of all campus stakeholders.
- Prevent workplace injuries, illnesses, and accidents.
- Identify and control health and safety risks.
- Promote safe laboratory and research practices.
- Strengthen emergency preparedness and response capacity.
- Encourage health and safety awareness.
- Ensure compliance with applicable legal requirements.
- Foster a positive safety culture across the University.
- Support sustainable and resilient campus operations.

5. GUIDING PRINCIPLES

Occupational health and safety activities shall be guided by:

- Prevention before correction
- Risk-based management
- Shared responsibility
- Continuous improvement
- Compliance and accountability



- Protection of human health
- Safe learning and working environments
- Sustainability and resilience

6. INSTITUTIONAL COMMITMENTS

GAUS commits to:

Health Protection

- Maintaining healthy working and learning environments.
- Reducing occupational health risks.
- Promoting employee and student well-being.
- Supporting health awareness initiatives.

Safety Management

- Identifying workplace hazards.
- Conducting risk assessments.
- Implementing hazard-control measures.
- Monitoring safety performance.

Laboratory Safety

- Maintaining laboratory safety procedures.
- Ensuring safe chemical handling.
- Supporting hazardous-material management.
- Providing laboratory safety training.

Emergency Preparedness

- Maintaining emergency response procedures.
- Conducting safety awareness activities.
- Supporting first-aid readiness.
- Promoting disaster preparedness.

7. OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT FRAMEWORK

Hazard Identification

GAUS shall identify hazards associated with:

- Laboratories
- Chemical handling
- Biological materials
- Electrical systems
- Mechanical equipment
- Construction activities
- Fire hazards
- Ergonomic risks
- Environmental conditions

Risk Assessment

The University shall:

- Evaluate likelihood and severity of hazards.
- Identify vulnerable groups.
- Determine appropriate controls.
- Review risks periodically.



Risk Control Hierarchy

Where feasible, GAUS shall prioritize:

1. Elimination
2. Substitution
3. Engineering Controls
4. Administrative Controls
5. Personal Protective Equipment (PPE)

8. HEALTH AND SAFETY PROGRAMS

Laboratory Safety Program

The University shall maintain:

- Laboratory Safety SOPs
- Chemical Storage Procedures
- Hazardous Waste Procedures
- Laboratory Inspection Records
- Safety Training Programs

Workplace Safety Program

Including:

- Safe working practices
- Hazard reporting
- Accident prevention
- Workplace inspections
- Corrective actions

Health Promotion Program

Supporting:

- Health awareness
- Hygiene promotion
- Occupational health education
- Well-being initiatives

Student Safety Program

Supporting:

- Safe learning environments
- Laboratory safety awareness
- Emergency preparedness education
- Fieldwork safety practices

9. PERSONAL PROTECTIVE EQUIPMENT (PPE)

Appropriate PPE shall be provided or required where necessary, including:

- Laboratory coats
- Safety goggles
- Gloves
- Face protection
- Respiratory protection (where applicable)
- Safety footwear (where required)

Users shall be responsible for proper use and maintenance of PPE.



10. INCIDENT REPORTING AND INVESTIGATION

All incidents, accidents, injuries, near-misses, and safety concerns shall be:

- Reported promptly.
- Documented appropriately.
- Investigated where necessary.
- Corrective actions implemented.
- Reviewed for prevention of recurrence.

11. EMERGENCY PREPAREDNESS

GAUS shall maintain procedures for:

- Fire emergencies
- Medical emergencies
- Chemical spills
- Laboratory incidents
- Electrical hazards
- Natural disasters
- Extreme weather events

Emergency contact information and evacuation procedures shall be communicated to relevant stakeholders.

12. HEALTH, SAFETY AND WELL-BEING AWARENESS

The University shall conduct:

- Occupational safety training
- Laboratory safety training
- Fire safety awareness
- First-aid awareness
- Emergency preparedness activities
- Environmental health awareness
- Student safety orientations

13. ROLES AND RESPONSIBILITIES

Vice Chancellor

- Provide leadership and institutional oversight.

Sustainability Steering Committee

- Review health and safety performance.
- Support policy implementation.

Sustainability Coordination Committee

- Coordinate health and safety monitoring.
- Support awareness initiatives.

Registrar Office

- Support institutional implementation.
- Coordinate communication activities.

Department Heads

- Ensure compliance within departments.
- Promote safe work practices.

Laboratory In-Charges



- Maintain laboratory safety standards.
- Conduct routine safety inspections.
- Maintain laboratory safety records.

Faculty Members

- Promote safe teaching and research practices.
- Ensure student compliance with safety procedures.

Students

- Follow health and safety requirements.
- Use PPE appropriately.
- Report hazards and incidents.

Contractors and Visitors

- Comply with applicable university safety requirements.

14. KEY PERFORMANCE INDICATORS (KPIs)

KPI	Baseline 2026	Target 2030
Occupational Health & Safety Policy	Established	Fully Implemented
Laboratory Safety Compliance	90%	100%
Safety Training Sessions	4 annually	12 annually
Safety Awareness Campaigns	5 annually	15 annually
Hazard Reporting System	Operational	Enhanced
Laboratory Inspections	Quarterly	Monthly
Incident Investigation Completion Rate	100%	Maintain 100%
Emergency Preparedness Activities	2 annually	6 annually

15. MONITORING AND REPORTING

GAUS shall:

- Maintain health and safety records.
- Monitor workplace hazards.
- Conduct periodic inspections.
- Review incident reports.
- Maintain laboratory safety documentation.
- Monitor compliance indicators.
- Report health and safety performance through institutional reporting mechanisms.

16. CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

This Policy contributes directly to:

- SDG 3 – Good Health and Well-Being
- SDG 4 – Quality Education
- SDG 8 – Decent Work and Economic Growth
- SDG 9 – Industry, Innovation and Infrastructure
- SDG 11 – Sustainable Cities and Communities
- SDG 12 – Responsible Consumption and Production
- SDG 16 – Peace, Justice and Strong Institutions



17. ALIGNMENT WITH UI GREENMETRIC

This Policy supports multiple UI GreenMetric categories:

Waste (WS)

- Hazardous waste handling
- Laboratory waste management
- Chemical safety

Water (WR)

- Water quality and public health protection

Education & Research (ED)

- Safe teaching and research environments
- Laboratory safety education
- Student safety training

Governance and Sustainability Management

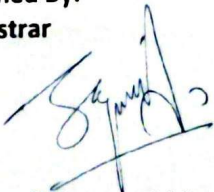
- Risk management
- Institutional resilience
- Health and safety governance

18. GAUS-SPECIFIC IMPLEMENTATION FRAMEWORK

This Policy is supported through:

- Laboratory Safety SOPs
- Hazardous Waste Management Procedures
- Pharmacy Laboratory Safety Records
- Chemical Inventory Records
- Laboratory Inspection Records
- PPE Management Records
- Environmental Health Awareness Programs
- Climate Risk and Disaster Preparedness Campaigns
- Student Safety Orientation Programs
- Sustainability Report 2026

19. APPROVAL AUTHORITY

Verified By: Registrar  Dr. Saqib Anwar Siddiqui 	Approved By: Vice Chancellor 
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