

Health and Safety Policy

Health and Safety Policy

The University of Limassol (UoL) is committed to ensuring a safe and healthy work environment for its employees, partners, students, and all stakeholders. To achieve this, the University has implemented an Occupational Safety and Health Management System (OSHMS) in compliance with national health and safety regulations and international standards such as ISO 45001:2018.

Principles

- Identify and assess existing and potential hazards, taking prompt action to mitigate risks.
- Ensure fire safety and emergency preparedness with effective arrangements in place.
- Maintain all operating equipment in accordance with manufacturers' standards and safety regulations.
- Train and supervise staff and students to cultivate a strong safety culture.
- Ensure that subcontractors and external personnel comply with UoL safety rules.
- Conduct workplace inspections regularly to ensure safety in all UoL spaces.
- Provide accessible and safe routes for individuals with disabilities or reduced mobility.
- Health and Safety Office will conduct periodic safety inspections and report findings to the Chief Operating Officer.
- Organize and implement training sessions on safety topics, including fire safety, first aid, and safety drills.
- Issue and maintain required safety licenses and permits for University buildings.
- Ensure the recertification of the HSE Management System in accordance with ISO 45001:2018.

Responsibilities

All staff members are responsible for their safety and that of others. Employees must:

- Comply with University Health and Safety policies and procedures.
- Report unsafe conditions and participate in training.
- Use protective equipment properly.

Smoking Policy

Smoking is strictly prohibited in all indoor spaces, including classrooms, auditoriums, conference rooms, offices, reception areas, lobbies, laboratories, and stairwells, in compliance with national health and safety regulations.

Incident Reporting

For Emergencies

In the event of an accident or dangerous situation, individuals must immediately inform a UoL employee and call the emergency numbers.

For Non-Emergency Incidents

To report incidents or hazards, please email the Health and Safety Office at healthsafety@uol.ac.cy to ensure prompt documentation and follow-up.

The UoL Health and Safety Office will notify the relevant authorities of any accidents, occupational diseases, or hazardous incidents as required.

Expected Outcomes

By implementing best practices, the University aims to:

- Prevent workplace hazards and improve working conditions.
- Enhance training and safety awareness.
- Foster a strong workplace safety culture.

Policy Review and Availability

This policy is publicly available on the University’s website and communicated to all staff, students, and stakeholders. It is acknowledged as part of the Occupational Health and Safety Management System and is regularly reviewed to ensure effectiveness and compliance.

Emergency Contact Information

European Emergency Number (Police, Fire Department, Ambulance Services)

- 112

UoL Health and Safety Office

- +357 22 46 22 25 / +357 94 04 81 48

For specific emergencies, such as medical incidents, fire safety, or facility-related hazards, please refer to the Emergency Contacts Tables.

HISTORY OF CHANGES

Version	Publication date	Changes
1.0	18.03.2025	Initial version

APPROVAL

Version	Approving Body/Person	Date Approved
1.0	Management Committee	18.03.2025

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