

SUBJECT: Health and Well-Being

RELATED DOCUMENTS

OSHAD-SF Abu Dhabi Occupational Safety and Health System Framework V3.1; UAE Federal Law No. (24) of 1999.

SECTION 1 POLICY STATEMENT

- 1.1. Khalifa University of Science and Technology promotes health and well-being through its management, support services, information networks and health promotions, including, but not limited to, alcohol awareness, diet, exercise, and self-management. It seeks to prevent, so far as is practicable, those work place circumstances detrimental to mental health and well-being.

SECTION 2 SCOPE AND APPLICABILITY

- 2.1. This policy applies to faculty, staff, volunteers, and campus contractors across all KU campuses. It also applies to KU employees who work at premises other than Abu Dhabi campuses.

SECTION 3 PURPOSE

- 3.1. Khalifa University of Science and Technology (KU) has a unique set of features including its organizational culture, structures, systems of operation, management practices and workplace environment that together with personal lifestyle factors play a key role in the health and well-being of individuals and of the organization.
- 3.2. This policy document has been developed to establish Occupational Health and Wellbeing on KU campuses and to enhance the ability of staff, volunteers, and campus contractors to benefit from health and well-being solutions.

SECTION 4 DEFINITIONS

The following definition(s) apply to this policy document:

- 4.1. **Well-being:** Creating an environment to promote a state of contentment which allows an employee to flourish and achieve their full potential for the benefit of themselves and the organization.

SECTION 5 PROVISIONS AND GUIDELINES

- 5.1. Khalifa University of Science and Technology (KU):
 - 5.1.1. Promotes good practice in both physical and mental health through well-being activities and the sharing of successes across the organization;
 - 5.1.2. Provides training for managers and supervisory staff in best management practices appropriate relevant to health and well-being;
 - 5.1.3. Ensures necessary resources are provided to enable managers to implement the organization's agreed health and well-being strategy;

- 5.1.4. Identifies circumstances in the built environment and its operations that may contribute to inappropriate levels of work-related stress and conducts risk assessments to eliminate or control the risks from such stress; and
- 5.1.5. Consults with relevant University safety representatives and other stakeholders, where appropriate, on proposed actions relating to staff well-being and the prevention of workplace stress.
- 5.2. KU establishes measurable objectives and targets to facilitate continual improvement of health and well-being in the workplace and to reduce work related stress and anxiety.

SECTION 6 RESPONSIBILITIES

- 6.1 The executive vice president is responsible for the implementation of this policy document and its provisions.
- 6.2 The EHS director has the overall monitoring authority for this policy document and the direction of related programs.
- 6.3 Human Resources provides advice to managers of staff and employees on best practice in relation to human resource management.

SECTION 7 REVIEW STATEMENT

- 7.1. This policy document is reviewed once every five (5) years, or more frequently when requested by the executive vice president or subsequent to changes in governing documents.

SECTION 8 APPROVAL AUTHORITY AND REVISION HISTORY

This policy document has been approved by the Khalifa University of Science and Technology's Board of Trustees. Original documentation is on file in the Office of the President. The online version is definitive.

First disseminated by the Office of the President on 01 January 2018

Most Recent Review: 01 January 2018

Revision History:

Revision No.	Effective Date	Description
2		
1		
0	01 January 2018	Policy document first adopted.

Next scheduled review: 01 January 2022

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