



BAKU  
SLAVIC  
UNIVERSITY



# HEALTH AND WELL-BEING POLICY



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## SECTION 1.

### 1.1. INTRODUCTION

Baku Slavic University (BSU) is committed to fostering a supportive, healthy, and safe environment for all members of its community. BSU recognizes that the physical and mental health of students, faculty, and staff is integral to personal growth, academic achievement, and overall well-being. This policy outlines the university's commitment to promoting health, safety, and well-being, and provides the framework for all related services and initiatives in line with the UN Sustainable Development Goal 3 (SDG 3).

BSU believes that a healthy campus is one where each individual—regardless of background or circumstance—can access appropriate care, engage in health-promoting behaviors, and feel supported in their overall well-being. This includes promoting inclusive services, ensuring emergency preparedness, and fostering a culture of mental health awareness.

## SECTION 2.

### 2.1. PURPOSE AND SCOPE

The purpose of this policy is to ensure that all members of the Baku Slavic University community – students, faculty, and staff have access to comprehensive health and well-being services. This policy aims to:

- Ensure that all members of the BSU community – students, faculty, and staff – have access to comprehensive health and well-being services.



- Promote physical and mental wellness through accessible support systems and educational programs.
- Strengthen safety infrastructure and enhance resilience across all campus areas.
- Encourage shared responsibility among all stakeholders for maintaining a safe and healthy university environment.

## SECTION 3.

### 3.1. PHYSICAL HEALTH SERVICES

BSU offers a range of on-campus healthcare services, including general consultations, first-aid support, and emergency medical response, to support the physical health of all community members.

The medical offices of Student Polyclinic No. 2 are located on the I and II campuses of Baku Slavic University, operating on a shift-based schedule (morning and afternoon shifts). On the main campus, there are two physicians and two nurses, while the II campus has one physician, two nurses, and one pharmacist. The primary role of the medical office is to provide first aid to students, faculty, and staff members.

Every patient visiting the medical office undergoes a careful examination, receives first aid with medication if needed, and has a medical outpatient card opened to record complaints and provided care. Both medical offices are supplied with medications by the Trade Union Committee of Baku Slavic University.

At the beginning of each academic year, first-year students undergo preventive medical examinations starting in October.



Students with detected chronic illnesses are placed under dispensary observation and referred to the laboratory of Student Polyclinic No. 2 for blood tests. Faculty, staff, and students can also use the services of the polyclinic's laboratory, which conducts a variety of diagnostic tests.

### **3.2. MENTAL HEALTH AND SOCIAL-PSYCHOLOGICAL SUPPORT**

The center addresses cognitive, emotional, and social development, personality formation, and the timely prevention of issues such as drug and alcohol abuse, suicide, truancy, aggression, and deviant behavior. It was established under the Department of Pedagogy and Psychology by a decision of the BSU Academic Board on April 28, 2015 (protocol No. 4).

The main goals of the center are to assist students in their professional and personal development, ensure psychological protection, maintain mental health, and create favourable socio-psychological and socio-pedagogical conditions for effective educational engagement.

Events and services offered by the Centre include:

- Hosting seminars, round tables, and master classes with prominent psychologists and psychotherapists;
- Conducting demo sessions and workshops with mental health professionals;
- Organizing thematic training in cooperation with universities and psychological centres;
- Offering psychological assistance in orphanages, including group and individual sessions with children and families;
- Delivering immediate crisis support to those facing acute mental health challenges.



The Centre also develops educational materials, including methodological recommendations, textbooks, scholarly articles, and informational booklets targeted at students, teachers, parents, and schoolchildren.

All services are provided confidentially, and personal data is shared only with the individual's explicit consent or in compliance with legal requirements.

All services are confidential and provided in accordance with national laws and professional ethics standards.

### **3.3. HEALTH EDUCATION AND CIVIL PREPAREDNESS**

The Department of Fundamentals of Medical Knowledge and Civil Defence at BSU offers:

- Education in hygiene, nutrition, anatomy, physiology, and emergency care.
- First-aid certification programs and simulation-based training.
- Civil defence education on disaster response, evacuation planning, and emergency alerts.
- Student-led initiatives promoting healthy habits and safety awareness.

Courses include:

- Child Anatomy, Physiology, and Hygiene
- Civil Defence and First Aid
- Nervous System and Higher Mental Function
- Physiology of the Sensory Systems



### 3.4. CAMPUS SAFETY AND EMERGENCY PROCEDURES

Baku Slavic University has implemented comprehensive safety measures to ensure the protection and well-being of its entire academic community.

The university's medical offices are equipped to handle urgent health incidents, and all students, faculty, and staff are informed about emergency contacts and response procedures. Safety orientation is provided at the start of the academic year, and all departments maintain accessible information on incident protocols.

Regular safety drills, including fire evacuations and lockdown simulations, are conducted across university buildings to ensure preparedness. These drills are designed to familiarize students and staff with evacuation routes and safety protocols during emergencies such as fires, natural disasters, and health-related incidents.

All university campuses are monitored 24/7 by professionally trained security personnel. Surveillance systems and alarm response infrastructure support early detection and rapid response.

**Health and safety at BSU are** recognized as shared responsibilities:

- Students are encouraged to take proactive steps to maintain a healthy lifestyle, report hazards, and use available services.
- Faculty and staff are trained to identify signs of psychological or physical distress and refer students to the appropriate support units.
- The University Administration ensures that health and safety resources are accessible, regularly updated, and effectively managed, and that this policy is reviewed annually to align with emerging needs and best practices.



**Smoke-free campus policy** applied consistently across all BSU facilities.

Smoke-Free Campus Policy: Smoking is strictly prohibited on all BSU premises, including covered walkways, building entrances, ventilation areas, academic and administrative buildings, residence halls, clinics, laboratories, classrooms, offices, and other designated areas. This includes all forms of tobacco and electronic cigarettes. Clear signage is posted throughout campus, and compliance is monitored regularly.

### **3.5. SPORTS AND FITNESS PROMOTION**

Baku Slavic University (BSU) promotes the physical health and well-being of its students through diverse recreational and athletic programs, aimed at improving physical fitness, mental health, social engagement, and teamwork.

BSU operates a Sports Club that develops students' athletic skills, organizes extracurricular leisure activities, and fosters student interest in a variety of physical disciplines. The university provides access to well-equipped fitness centres and outdoor facilities, encouraging daily participation in exercise and sport.

#### **Programming includes:**

- Health awareness campaigns on topics such as nutrition, stress management, hydration, posture, and digital balance.
- Interfaculty and interuniversity sports tournaments and team-building competitions.
- Seasonal wellness initiatives, including fitness challenges and recreational games.



Annual training is offered in the following sports:

- Chess and Checkers
- Gymnastics
- Volleyball
- Basketball
- Badminton
- able Tennis
- Futsal

Additionally, the Sports Club collaborates with national organizations and student federations to host workshops, celebrate global fitness days, and support university representation in city and national championships. Students are encouraged to take part in sports not only for competitive purposes but as part of a balanced and healthy lifestyle.

## SECTION 4.

### 4.1. MONITORING AND EVALUATION

To ensure continued effectiveness and measurable progress towards health-related outcomes and SDG 3 alignment, Baku Slavic University will implement the following strategies:

- Service Utilization Monitoring: Track and analyze the usage of all health and well-being services through monthly reports, electronic medical records, and participant registration logs.
- Feedback and Satisfaction Surveys: Conduct biannual surveys among students, faculty, and staff to evaluate the quality, accessibility, and impact of services.



- Annual Policy Review: Perform an annual assessment and revision of the Health and Well-being Policy to address emerging health challenges, legal updates, and stakeholder needs.
- Key Performance Indicators (KPIs): Establish indicators such as the number of emergency cases managed, counselling sessions delivered, physical activity participation rates, and student health outcomes.
- Stakeholder Consultations: Involve student representatives, faculty leaders, and health professionals in policy discussions and program design through regular consultation forums.
- Reporting and Transparency: Publish a yearly health and well-being report summarizing activities, achievements, challenges, and recommendations. These reports will be integrated into BSU's strategic planning and SDG impact assessments.
- Continuous Improvement: Use feedback loops, expert evaluations, and benchmarking against peer institutions to ensure services evolve in line with best practices and international standards.

## SECTION 5.

### 5.1. CONFIDENTIALITY AND ETHICS

BSU upholds the highest standards of confidentiality and ethical responsibility in the delivery of all health and well-being services. Safeguarding the privacy, dignity, and rights of individuals is central to all activities conducted under this policy.



- **Confidential Records:** All personal health information, counselling records, and medical data are securely stored and accessible only to authorized health professionals. Information will not be shared with third parties without the explicit written consent of the individual, except where legally required.
- **Informed Consent:** All individuals receiving health or psychological services are informed of their rights, the nature of the services, and any potential implications. Consent is required for all procedures, assessments, and disclosures.
- **Ethical Conduct:** All BSU staff involved in health, psychological, or wellness services are required to adhere to national codes of professional ethics and institutional guidelines. Breaches of confidentiality or ethical misconduct are subject to disciplinary procedures.
- **Non-Discrimination:** No individual shall be denied access to health or well-being services based on gender, race, age, disability, religion, sexual orientation, or any other status. Services are designed to be inclusive, respectful, and culturally sensitive.
- **Training and Oversight:** BSU regularly trains its service providers in confidentiality protocols and ethical standards. Internal reviews and audits are conducted to ensure compliance and continuous improvement.

These measures help build trust, ensure legal compliance, and create a supportive atmosphere that prioritizes the rights and well-being of every member of the university community.



## SECTION 6.

### 6.1. GOVERNANCE AND RESPONSIBILITY

- The Vice-Rector for Academic Affairs and the Strategic Planning and Development Office oversee implementation and reporting.
- The Department of Social Affairs, Student Affairs, and each Faculty Dean's Office are responsible for local execution.
- Interdepartmental working groups will monitor progress and ensure cross-unit coordination.
- Students, faculty, and administrative staff share responsibility for creating a positive and health-oriented campus culture.

## SECTION 7.

### 7.1. CONCLUSION

BSU affirms its belief that student success and staff performance are directly linked to physical and mental health. This Health and Well-being Policy provides a foundational framework for a healthy, safe, and inclusive university. Through collaboration, innovation, and continuous investment, BSU contributes actively to the realization of SDG 3: Good Health and Well-being.

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