



**European  
University** Cyprus



## SUSTAINABLE DEVELOPMENT GOALS - AT THE CORE OF OUR VALUES

The UN Sustainable Development Goals serve as the terms of reference and outlines our effort to ensure that our activities are carried out ethically, sustainably and for the benefit of all communities.





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## Foreword by the Rector

It gives me great pleasure to present this year's report of the efforts of European University Cyprus (EUC) in achieving the Sustainable Development Goals (SDGs) adopted by the United Nations in its 2030 Agenda for Sustainable Development.

At EUC we take a number of initiatives that address all SDGs such as

- the maintenance of principled standards, respect and accountability across all of its activities,
- a commitment to equality and diversity,
- the treatment of employees with fairness and respect, including wide support to personnel development activities,
- the development of practices, activities and support systems that are environmentally sustainable,
- the establishment of partnerships based on the principles of fair trade,
- the promotion of community service through volunteerism,
- the effective and positive interaction with its local area and wider community.

We also take into account all aspects (technical developments, changing scientific evidence, costs and customer concerns and expectations), in the development and implementation of initiatives by incorporating social and environmental concerns. Moreover, EUC develops and implements social and environmental policies that support the University's everyday activities and responsibilities by displaying a consistently transparent operation throughout.

I am also pleased to report that this year the University joined the Sustainable Development Solutions Network (SDSN) which will no doubt allow us to make further progress in addressing SDGs in the coming years.

Professor Andreas Efstathiou  
Rector

# COMMUNITY ENGAGEMENT

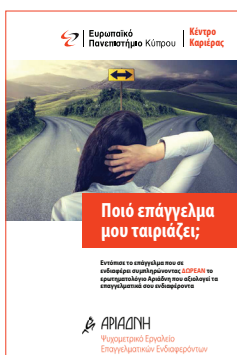
We want to build a strong and lasting relationship with society. At EUC, we provide a safe and healthy environment for all visitors by understanding their needs, and we work closely with the local community to facilitate and accommodate any concerns. We encourage our staff and students to engage in voluntary activities, and to support charitable and community-based organizations in the wider society. We continually provide and support all necessary tools and facilities in the community/society on a non-fee basis.







## “Ariadne” Psychometric Test on Employment Interests



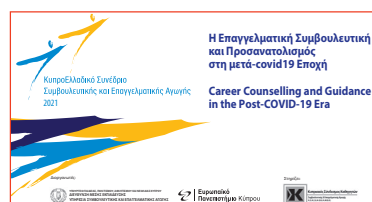
European University Cyprus is the sole provider of the “Ariadne” psychometric test on employment interests in Cyprus. The Ariadne test was adapted to the Cypriot educational, professional and social circumstances to be scientifically suitable to the student population of Cyprus. It is the only test of its kind that is administered among the high school population of Cyprus, with special permission from the Ministry of Education and Culture. The test is a quick (about 30 minutes) and easy way to highlight a young person’s interests and related professions. As part of community outreach efforts, European University Cyprus offers the Ariadne test free of charge to students in their final year of high school (lyceum) in an effort to help them determine their employment interests and start planning their higher education options.

The Career Center offers final-year high school students and high school graduates one-on-one sessions to discuss the results of the analytical report they receive after completing the Ariadne test. This is an opportunity to discuss interests and to help determine academic majors and career paths that suit their personal and career aspirations.

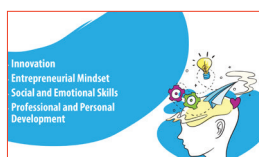
Click here for more information: <https://euc.ac.cy/en/admissions/ariadne-psychometric-tool/>

## Educational Webinars and Conferences

The university contributes to the community and especially the youth through a series of webinars and conferences on topics such as Professions of the Future, Employability after Covid-19, Tips to apply for a Medical degree and other. The University organizes and sponsors the Annual Greek-Cypriot Counselors Conference in association with the Cyprus Ministry of Education and Culture and Sports which shares good practices in the field of Career Counseling and attracts professional career counselors from Cyprus, Greece, and Europe.



## StEM Initiative for Secondary Education



To encourage young people to enhance their entrepreneurial and innovative mindset along with their employability skills, secondary school students attend interactive and engaging workshops. Workshop topics include what professions will evolve in the future, how technology is changing our everyday lives and how the workplace will change in the near future.

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## Scholarships and Financial Aid

At European University Cyprus, we realize that for some students financial aid can greatly affect their decision whether or not to attend university. For this reason, our advisors at the Student Advising Center provide all relevant information on aid and scholarships, benefits and respective processes and responsibilities. EUC recognizes that each student's financial situation is unique and for this reason, we have developed policies and procedures to treat each student fairly and equally.

Financial aid provides support based on students' personal circumstances, whereas our scholarships are usually awarded on merit.

Click here for more information: <https://euc.ac.cy/en/admissions/finance-aid/scholarship-aid/>



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## Athletic Program and Athletic Scholarships

European University Cyprus' Athletic program is an integral part of university life. The men's and women's teams include football, futsal, basketball, volleyball, handball, track & field, judo, tennis, badminton, and others. All university teams participate in the leagues organized by the Cyprus University Sports Federation. In addition, the European University Cyprus men's handball team participates in the Cyprus National League. European University Cyprus has one of the best indoor athletic facilities in the country.

The University awards athletic scholarships to students who participate in the intercollegiate sports teams. These scholarships range from a 5% to 40% reduction of tuition fees and are based upon the participants' level of performance. Try-out dates are announced by the Athletics Office and are posted on the information boards of the university and on the university webpage.

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## Sports Academy Youth Programs

EUC has been supporting Sports Academy Youth Programs in handball since 2007 with teams of young players, ages 6 – 18 years, with more than 200 players participating in the different teams. At EUC we believe sports is one of the greatest "training grounds" for life. We incorporate physical activity with emotional, social, and mental growth in order to enhance every athlete's skill set. These sports opportunities and programs contribute in a unique way to development of young people as athletes and citizens for the future. For many athletes their team is their extended family, and it is here that they learn the values of cooperation, teamwork and care.

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## Project on Prison Education

EUC actively promotes the participation of graduate students in projects aiming to contribute to social issues. The most recent example is the project ELMIP on prison education where doctoral students were engaged in offering training to prisoners. In addition, students, are encouraged to participate in many research projects lead by EUC faculty.

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## E4Kids (Entrepreneurship for Kids)

This is an afternoon program, offered to kids aged 9-13 years old for free, within the EUC Innovation Center. The kids develop their innovative business idea in teams, along with their entrepreneurial mindset and soft skills (communication, teamwork, analytical decision making, resilience, presentation skills) and at the end of the 9-month program they present their idea to their parents and the general public.

## Events and Conferences

The university organizes and supports numerous events and conferences on campus and in digital form. The university maintains a strong commitment of supporting various schools, philanthropic organizations, NGOs, associations, municipalities, and other by rendering its venues and facilities for the organization of various social, academic and other events free of charge.

Click here for more information: <https://euc.ac.cy/en/about-us/news-events/>

## CERIDES – Excellence in Innovation and Technology

The Center has emerged from the synergies that have been identified between the Center for Risk, Safety and the Environment (CERISE), and the Decision Support and Systems Optimization (DSSO) Laboratory and operates under the auspices of European University Cyprus. It is the first cross-disciplinary, cross-school Center of Excellence of European University Cyprus. Cerides focus revolves around the development, use, and evaluation of quantitative and qualitative methods to measure, assess, manage, and communicate risk, and to analyze, design, and implement decision-making mechanisms and systems. CERIDES' areas of focus revolve around two basic pillars: risk and decision science with an application to several horizontal areas such as Security, Safety, Cybersecurity, Climate Change, Civil Protection, Telecommunications, Critical Infrastructure Protection, and Industrial Processes.

Click here for more information: <https://cerides.euc.ac.cy/about/>



# EMPOWERING STUDENTS

We want our students to acquire social responsibility values and principles. Therefore, we provide a fulfilling and rewarding student experience, by consistently developing high quality learning environments. There is continuous effort to teach and support students in their educational and personal success results. EUC is committed to and facilitates participation in higher education from the widest possible range of backgrounds, ethnicities and nationalities. We provide a safe and healthy environment for students to operate and develop their skills, by respecting their rights, privacy and dignity and treating everyone fairly and without discrimination while having procedures for accommodating any special needs. Finally, the University supports any CSR student initiatives and actions.





## Employability

Career days, internship placements, faculty mentoring, on-campus company visits and alumni networks are just some of the ways that our students receive support. We maintain strong links with industry leaders and dynamic partnerships with employers to inspire students and alumni and to secure high graduate employment rates.

Click here for more information: <https://euc.ac.cy/en/careers/>



The EUC Career Center supports EUC students and alumni as they make decisions about their academic path and their career journey. To complement the academic program and technical knowledge/skills, the Career Center plays a major role in the employability of students through a variety of services:

- a) **Annual Career and Internship Exhibition:** The Career Center organizes the Annual Career and Internship Exhibition each spring. This career fair gives students and alumni the opportunity to explore career options, network with employers and learn how to put your degree to work. With over 100 companies and organizations taking part, this is the largest career event in Cyprus and covers all disciplines. During the career exhibition, students have the opportunity to meet professionals from a variety of fields and to gain insights into how the labor market works both in Cyprus and abroad.



- b) **Field Trips:** Students, accompanied by their professors, visit the premises of organizations or businesses related to their studies. Field trips offer students the opportunity to get a true picture of the current work environment, talk to professionals from the field and begin to comprehend the challenges and opportunities in each industry. Field Trips are sponsored by EUC.
- c) **Alumni Networking:** The Career Center aims to provide the student community insight into the employment market. It brings together EUC alumni with their younger counterparts to share professional know-how, contacts and experiences. The alumni present and discuss current employment issues and developments in a friendly and honest environment.



d) **Induction Webinars/Seminars during Orientation of New Students.** We organize sessions (in-person and/or virtual) and webinars at the beginning of the academic year for new EUC students and talk about the importance of developing an entrepreneurial and innovative mindset and how this closely relates to key employability skills, along with soft skills and leadership skills that young people should develop further during their university years.

e) **Skills Building:** For professional success, soft skills are as important as the hard (or technical) skills a student develops in his or her university studies. Strong soft skills—the personal attributes that show emotional intelligence and one’s ability to interact effectively with others—have shown to be directly linked to professional success. The Career Center has developed a useful handbook, The Skills Building Guide, to give students and graduates practical advice on developing the skills employers look for.

Download the Skills Building Guide [here](#)



f) **Career Boot Camps:** The Career Center offers boot camps for students to learn how to leverage their skills and experience to get career-ready, making the most of current employment trends and embracing an entrepreneurial spirit. Career boot camps give students access to employability information, tools and resources and industry experts’ advice.

Click here for more information: <https://euc-csm.symplicity.com/>



g) **Social Media and the Internet:** Social media has proven to be more than just a place to share your personal interests and activities. Many companies and organizations use social media sites to screen or get a closer look at a job candidate, and many companies announce job openings or career opportunities on their own social media sites. The Career Center offers students important advice on how to make social media profiles (Facebook, LinkedIn, Twitter) more employment-market suitable.





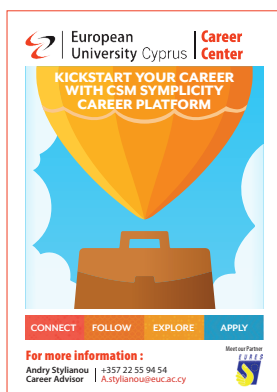
**h) Life-Long Learning Program:** The program offers an exciting range of seminars covering current trends and social, business and technological advancements in various fields. The aim of the program is to ensure further personal and career development of our alumni community. Each year an enriched program is presented and alumni are able to register, free of charge, to as many seminars as they choose.

Click here for more information: <https://euc.ac.cy/en/careers/alumni-association-lifelong-learning-program/>

**i) Alumni Join the Mentor Program:** We invite alumni to become mentors to current students. Becoming a mentor to students is mutually beneficial to both student and alumnus. It is an opportunity to get to know and understand the new generation that will become the labor force of the future. Alumni mentors see how challenging the business environment might appear to young people, and this can help them to better plan the induction of new employees. It is a unique opportunity to inspire, motivate and support youth.

**j) CSM (Career Services Manager):** Employers gain access to valuable members of the EUC students and graduates through the CSM platform. When registered on the CSM platform, EUC's career management system, employers can post job and internship openings, identify talented graduates based on specific criteria or requirements and learn about participation in the Annual Career Exhibition and other employment events on campus.

Click here for more information: <https://euc-csm.symplicity.com/>



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## Advisory Boards

Most of the EUC courses are linked to labor market demands, thus EUC has an excellent record of graduate employability. Moreover, all programs of study have an advisory board which consists of professionals from the industry/society and advises the program coordinators on the current trends in the labor market so as to perform regular revisions.

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## Industry Partnerships & Internships

An internship is a professional learning/working experience that offers students meaningful exposure to work in their field of studies. Internships provide students with the opportunity for career exploration and for development of new skills. The EUC Career Center oversees the Internship Program which gives students the opportunity to enter the job market before they complete their studies. The Internship selection process is based on academic standing and GPA.

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## EURES Partner

European University Cyprus' Career Center joined the EURES Network in October 2019. As part of its firm belief that the employment market extends well beyond Cyprus, we aim to encourage and inspire graduates to search for employment opportunities all across Europe. In practice, EURES provides its services through the portal and through a human network of around 1000 EURES advisers that offer a comprehensive range of information and job-searching opportunities.

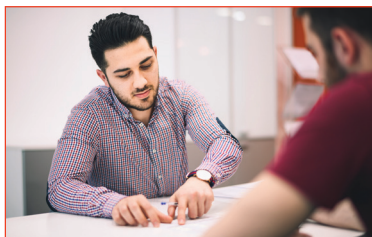
Click here for more information: <https://euc.ac.cy/en/careers/eures-partner/>



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## Student Advising Center

The Student Advising Center aims to provide accurate information about the university, the programs of study, and discuss program requirements versus students' career goals. Each student is assigned an advisor, responsible for assisting the student in defining and developing realistic educational goals, in keeping up with his/her abilities, skills, interests, and career aspirations. Advisors are also responsible for ensuring the students are aware of university regulations and policies. The Advisors are full-time employees of the Student Advising Center and they regularly meet with students to discuss the students' interests and career objectives, and to decide on course options.







## Student Life, Clubs and Volunteering

Student life is an important part of the student's university experience as it can offer a unique opportunity to develop their personality and communication skills. Campus life at EUC focuses on the intellectual, occupational, social and cultural growth of students. Students are encouraged to become involved in student clubs and organizations to make the most of their student life. Extra-curricular activities ranging from legal rhetoric debate competitions, cultural nights, stress release yoga and meditation, barbeques, parties, excursions and festivals. Many events were transformed to digital platforms to assist students in facing the pandemic including webinars on healthy eating, handling stress, organizing your study time during the pandemic and more. Blood donation, food and clothing collections are a sample of activities regularly organized on campus. All clubs and events are sponsored by EUC.

View all the clubs we operate at EUC here: <https://euc.ac.cy/en/campus-life/activities-clubs/>



## Student Orientation

Special orientation sessions are arranged to meet the needs of our international students. A great time to explore the campus and surrounding areas and to meet other new students, faculty and staff, these sessions help participants understand “how things work” at EUC and in Cyprus. Students gain practical knowledge about, for example, banking hours, public transport, immigration procedures and university policies, along with learning about how to make the most of their student life at EUC. This orientation will include a tour of Nicosia. Our student advisors will be available to help international and local students settle into their new environment.

Download the Orientation Handbook [here](#)



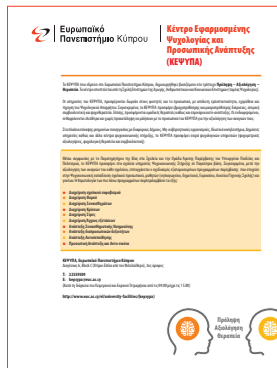
# WELLBEING AND INCLUSION

At EUC we try to adopt a holistic approach to wellbeing in all aspects of life-physical, mental and social. We focus particularly on changing attitudes towards mental health issues and offer the support to members of our community who need it. We give emphasis on providing the support to our students and staff to enable them to deal with the challenges in their lives so they can succeed in their studies and their careers. Most importantly we treat everyone with respect and dignity, and we are dedicated to providing a safe and inclusive environment irrespective of origin, religion, gender, culture, or sexual orientation. Physical Health is also promoted on campus. Students are encouraged to participate in sporting events and we encourage healthy habits and dieting on campus.





## Center of Applied Psychology and Personal Development (KEPSYPA)



Committed to catering to the personal well-being of the EUC community, KEPSYPA was established to provide psychological services (Prevention-Assessment-Therapy) to students and staff of European University Cyprus. The center operates under the supervision of the Psychology Department of the School of Humanities, Social and Education Sciences.

The center offers professional psychological services to all students and staff, free of charge. Only KEPSYPA staff are involved in this process and anything discussed in the center is treated with the strictest confidence.

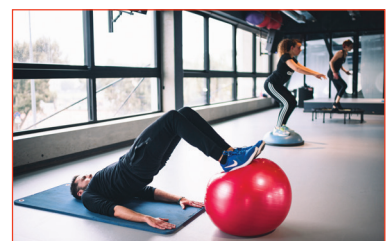
KEPSYPA offers short-term and long-term one-on-one counselling and psychotherapy. In addition, group therapy is offered, as well as seminars on self-development. Students and staff are encouraged, freely and without any prejudice, to contact KEPSYPA.

The most common reasons somebody might contact KEPSYPA are the following:

Lack of motivation to attend lectures, learning difficulties, low academic performance, changes in mood and behaviour, stress and anxiety, depression, interpersonal or social problems, low self-esteem or self-confidence.

## Health and Fitness Center

The New Life Fitness Center is located only 5 minutes from the university campus and accommodation units. Our students exercise and relax at the New Life Health Center multi-venue, which offers the most comprehensive fitness and health facilities service in the area.



## Health Insurance

All international students must have health insurance, covering medical expenses incurred as a result of an accident or health problems that arise after the student's arrival in Cyprus. EU students are strongly advised to acquire a European Health Insurance Card, which gives access to basic health care in EU member states. Those who do not have the European Health Insurance Card are required to have private health insurance.

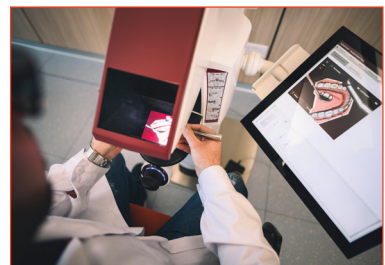
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## Dental Clinic



The EUC Dental Clinic provides affordable, comprehensive and personal dental care by multilingual dental specialists. The primary role of the EUC on campus Dental Clinic is the training of dental students to become qualified dentists with key skills and clinical competencies. The oral care provided by our dental students is overseen by highly experienced dentists, dental specialists and university professors. In this way, our patients receive high quality treatment at reduced fees which basically cover operating costs while our students gain essential experience in an ideal learning environment.

Download the Dental Clinic leaflet [here](#)







## Speech, Language and Hearing Clinic



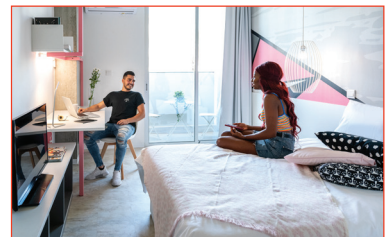
The EUC Speech, Language and Hearing Clinic which operates on campus, offers a full range of diagnostic and therapeutic services for children and adults. Local community, EUC community and their families benefits from lower or full subsidization of costs.



## Student Support and Services

Student Support Services at EUC provide a broad network of activities with the involvement of academic and administrative staff. This includes a number of services such as:

- Individualized counselling for personal, career and academic matters provided by designated advisors and faculty
- Information on student financial aid programs, scholarships and payment plans
- Advice and assistance for postgraduate course selection Information on student placement and internships to learn about career options for their program of study
- Exposure to social and cultural events
- Mentoring involving faculty and academic advisors
- Securing suitable accommodation



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## Special Needs Committee

The Committee for Students with Special Educational Needs (CSSEN) enables students with special needs and learning challenges to receive support to ensure their academic and personal success at the university. The European University's Committee for Students with Special Needs (EFEEA), provides academic accommodations and/or support to all EUC registered students.

The identification of students with academic and other difficulties, takes place after the students' official registration to the University as follows:

- During the registration/induction process,
- By students' self-referral,
- Referral by a University's administrative officer or academic personnel,
- Referral by third parties or organisations who have the student's written consent to contact EFEEA.

All students who evidently present with one or more of the following difficulties, are eligible to apply for academic accommodations and/or support:

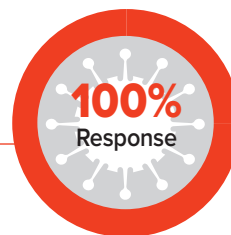
- Learning difficulties: Reading Disorder (Dyslexia), Mathematics Disorder (Dyscalculia), Expression Disorder, Learning Disorder not otherwise specified, Special Learning Disorder
- Attention Deficit Hyperactivity Disorder (ADHD)
- Hearing Impairment
- Vision Impairment
- Movement Disability
- Psychological disorders & Emotional Distress
- Health Problems

The academic accommodations and/or support are provided only after assessment and the final decision by EFEEA, all based on the current relevant Cypriot law and international practices.

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## First Aid and Emergency Unit

The First Aid and Emergency Unit at EUC offers students and staff general medicine, urgent care and first aid. The unit is fully equipped with the appropriate medical equipment and supplies for the provision of first aid to the university community. The unit is headed by a professional nurse who is also an instructor of nursing.



## Response to the Pandemic

The university was credited by the community for its quick and effective response to the pandemic. Faculty shifting to remote teaching from day one of the pandemic has enabled students to complete all curricular requirements. The University state-of-the-art e-learning platforms allowed the faculty to upload and save links with all lectures and practical activities, giving students the ability to review their coursework and the various Schools to monitor that all learning outcomes are addressed.

To ensure that our students and faculty were better informed, regarding COVID-19, the School of Medicine prepared a series of webinars entitled “COVID-19 Education and Preparedness”. Sessions addressed various aspects of the COVID19 outbreak, such as basic epidemiology, understanding the various reporting systems (WHO, Johns Hopkins dashboard), clinical findings and the basic aspects of personal protective precautions in the community. In light of the growing concern of the EUC community, we included an open session for all faculty and staff of the University. All of these sessions were recorded and uploaded for future access. Faculty members suggested introducing “Medical Student COVID-19 remote supporting group sessions and chat group”, to support our students. Within a few short days (March 21, 2020), with the know-how our faculty, the online open initiative called the “COVID19 EUC student support session and chat” group was functioning.

At the initiative of the President of the Cypriot Association of Medical Doctors and the Ministry of Health, medical students were asked to support during the crisis by working as call handlers for the emergency telephone service. Our students were called to help to work for call centers for citizens to reach out for help and guidelines. Facing a shortage of physicians to manage the outbreak, specific clinics in Cyprus were already making pleas for support inquiring about the possibility of using senior medical students to assist.

**Members of our School of Medicine serve on the National Advisory Board for the Pandemic consulting the President of the Republic and the Cabinet of Ministers.**

The university special emergency committee prepared detailed protocols to ensure the Health and Safety of the students and staff on campus.



# SUSTAINABLE CAMPUS

We are Green. At EUC, we are investing in renewable energy, by continually trying to reduce our waste, and utility bills as the University employs an energy conservation program. We are following accreditation procedures under the recognized environmental management systems, (ISO, Green Campus Matrix). All of our facilities and student residences are health and safety inspected and perform based on accreditation standards. We sustainably support student-led environmental initiatives. EUC implements a thorough environmental policy as well as a Health and Safety policy that is updated continually and is aligned with all European legislation, guidance and procedures. EUC takes all reasonable steps to manage its operations in order to minimize its environmental impact and to promote good environmental practice.







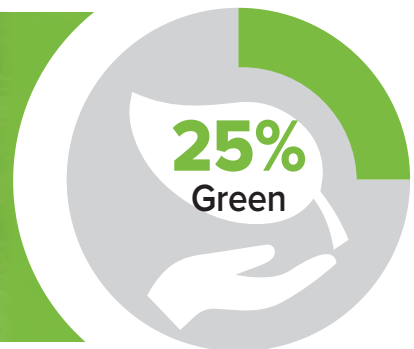
## Sustainable Campus

European University Cyprus is committed to promoting green policies for campus and the environment. It has therefore established the EUC Environmental Committee in April of 2013. The Committee consists of faculty, staff, student representatives and many volunteers. According to the EUC Environmental Policy, the terms of reference for the environmental committee are the following:

- Provide advice to the EUC administration on environmental issues.
- Submit proposals and implement actions for improvement of environmental conditions of work and study at European University Cyprus.
- Promote actions for its “green” policy and network with related authorities for implementation of environmental priorities.
- Promote environmental awareness and develop proposals and materials.
- Establish indicators and targets for sustainability that will enable monitoring, reporting and continuous improvement.

The targets of European University Cyprus for the period 2018 - 2020 have been determined as follows:

- Installation of a photovoltaic project of 210kW into a parking lot near EUC premises.
- Energy audit of the entire premises of EUC, according to the law N.149 (I)/2015.
- Installation of a new voltage optimization system at the Western Building of EUC.





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## Energy Management

Sustainability has been a key focus for EUC since 2015 reflecting the set direction by EU policy and the growing concerns of its student around global warming and impacts on the planet and human life. EUC has an Energy Management Plan, which is overseen by the Department of Human Resources - HSE & Security office and in cooperation with the Department of Operations. The University runs the following initiatives: PV projects; double-glazed windows; motion activating sensors for lighting; use of LED lighting on all campus premises.

The University began the installation of 4 solar PV parks on rooftops to reduce reliance on fossil fuels and save on energy costs. Between 2015 and December 2019, 205 kW of generating capacity was installed, which now covers almost a quarter of the EUC's total energy needs or 335 MWh per year. The reduction is a significant achievement for the university and testimony to its commitment to reduce its impact on climate change and serve as a role model for other educators. As a result of the project, 227 tonnes of GHG emissions and roughly 93 tonnes of fossil fuels will be saved annually, equivalent to the impact generated by c. 550 average cars in Cyprus or the total fleet owned by the EUC's faculty and colleagues. The project also brought significant cost savings, clearly demonstrating that financial and environmental sustainability can be delivered together in an impactful way and at scale.

Download:

- [Energy Management Policy](#)
- [Energy Consumption Report 2017-2020](#)

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## Waste Management

EUC has acquired the certificate of the international environmental standard of ISO 14001:2018. There is one bicycle sharing station and one electric scouter sharing station. We follow strict guidelines about the temporary storage of waste and we have agreements with authorized companies which are collecting our waste for further treatment as required by the environmental law. Waste is classified according to type with the rest of it ending up in a composter based on campus that covers more than 50% of the total waste produced into the organization. We are recycling 100% of our waste excluding of the organic waste.

Download:

- [Waste Management Report 2016-2020](#)
- [ISO 2603-2016 Certificate](#)

# EMPLOYEE HEALTH AND SAFETY

We want our employees to be highly engaged, motivated and socially responsible. To achieve this, EUC provides a wide-range of opportunities for learning and professional development through online and classroom training, as well as providing opportunities for career and skills development seminars and conferences. EUC fosters a culture of open, two-way communication, where university strategic issues, developments, targets and progress are effectively communicated to all academic and administrative staff. There are in place performance, compensation and reward schemes for the EUC staff. EUC emphasizes and invests in the well-being and health of staff by creating a balance between work and family life. The University fosters high standards and provides a safe and healthy working environment. Also, the University respects the rights, privacy and dignity of its staff and treats everyone fairly and without discrimination.



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## Employee Health and Safety

At EUC, we are committed in operational efficiency and effectiveness. EUC shows compliance in sensitive issues such as honest advertising, code of ethics, and financial reporting that derive from responsibilities as an academic institution. Likewise, EUC financial activity is undertaken with reference to agreed guidance and policies and international standards. As part of their conditions of employment, all staff are required to follow such policies.

The university has developed a number of guides in this direction such as Guide for Ergonomics; Guide for Working from Home; Covid-19 Protocols; on campus First -Aid Station Operation Guide; Emergency Evacuation Plans (for fire, earthquake, bomb attack, threat); Archive of Incidents, Accidents & Occupational Hazards:

- [Essential Handbook on Health & Safety Issues](#)
- [Guide of Ergonomics](#)
- [Covid-19 Protocols](#)
- [Work from Home Guide](#)
- [Code of Conduct Guide](#)

Moreover, European University Cyprus is strongly committed to fully complying with all the local and international, health and safety laws and regulations. A safe and healthy working environment is provided on permanent basis to all employees, students and visitors, and this is achieved through the appropriate support, resources and training in order to perform their jobs or attend their classes safely. The EUC Health and Safety Policy (QHS.MAN.D.1/Issue: 01/Rev.:00/ Date: 16/09/2013) appears below:

The University is committed in providing a safe and healthy environment for its students, academic and administrative staff, and any visitors entering its premises. It is the responsibility of every member to acknowledge and comply with the Health and Safety regulations.

The responsibility begins at the working level and extends upwards to Supervisors, Managers, Directors, Head of Departments, Deans and up to the highest level of administration. It is essential that each of us takes an active part in initiating preventative measures to control and eliminate hazards associated with our activities according to proper guidance.



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The Health and Safety Committee of the University is making reasonable efforts to provide an environment that minimises the occurrence of dangers, such as accidents, health problems and the destruction of property. This includes:

- **Safe working methods and procedures.**
- **Training on Health & Safety issues for all employees.**
- **Provision of equipment and systems as per Health and Safety rules and regulations.**
- **Discussions, regular consultations and submission of proposals on health and safety issues.**

A safe working culture is the responsibility of everyone and this can be best achieved through cooperative efforts of employees and students. A safe culture is reinforced by:

- **Continually identifying, assessing and controlling possible risks for the health and safety of people that may arise in the workplace.**
- **Providing information concerning such risks and the instruction, training and supervision of employees to ensure safe work practices.**
- **Giving employees and students the opportunity to participate in health and safety decisions that affect them via their representatives respectively in organization's Health and Safety Committee.**
- **Continually monitoring subcontractors entering our premises for several works.**

The main objective of the University is to comply with all relevant professional and environmental regulations and laws.

In the interest of maintaining safety and good health within our organization, contractors and their employees, visitors and customers are required to observe and comply with all health and safety standards and rules applied. This includes any safety signage or warnings, or instructions given by any employee whilst on our premises.

It is the University's expectation that each member of the personnel accepts and complies with the health and safety rules and regulations. Our positive safety attitude, our knowledge on safety methods in the working environment and the correct risk assessments which are revised, regularly, will determine the success of the management's program on health and safety.

## PARTNERS

We consider our suppliers as partners. In EUC, we are dealing with our business partners with transparency and fairness, ensuring sustainable and socially responsible purchasing of goods and services. We advise, support and make sure that our partners both adopt and share best practice in sustainable and socially responsible policies. We listen to their concerns, needs, and continuously highlight the importance of adopting ethical and socially responsible actions. We are committed to responsible and sustainable procurement through our procurement policy that enhances sustainability. EUC conducts its relationships with integrity and courtesy at the same time honouring any contractual commitments. EUC focuses on building long-term relationships with its partners. EUC is committed to trading fairly with all partners and share/ communicate its CSR expectations with all stakeholders. This includes requiring our partners to provide the University with sustainable products and services.







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