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## Institutional Safety Policy Toward Goal Achievement in Private Universities: Educational Perspective

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### ABSTRACT

An institutional safety policy and its impact on goal achievement in private universities are reported from an educational perspective. As an example, we focused on private universities in Nigeria. In private universities in Nigeria, institutional safety policies play a crucial role in achieving goals such as ensuring a safe and secure learning environment, protecting the health and well-being of students and staff, and promoting a culture of responsibility and accountability. By establishing clear guidelines and procedures for addressing safety concerns, universities can help to prevent accidents and incidents and minimize the potential for harm. This study will contribute to the conversation on how to improve institutional safety policy in Nigerian private universities and promote goal achievement for all members of the university community. The paper provides an in-depth analysis of the existing institutional safety policy, its strengths, weaknesses, and areas for improvement. It also explores how the policy impacts the goal achievement of students, faculty, and staff in Nigerian private universities.

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## 1. INTRODUCTION

Institutional safety policy is the formal and informal rules and regulations that are established by an organization to promote safety and prevent accidents in the workplace. Institutional safety policy refers to the set of policies, procedures, and practices that are designed to ensure the safety and security of individuals within an organization. An institutional safety policy is a set of regulations and procedures put in place to protect the safety and well-being of individuals and organizations. In the context of Nigerian private universities, the institutional safety policy aims to achieve the goal of maintaining a secure and safe learning environment for students, faculty, and staff. Nigerian private universities are required to comply with the National Universities Commission (NUC) regulations which include safety standards for students, staff, and visitors. To achieve this goal, the policy outlines various measures and guidelines to be followed such as emergency preparedness, incident reporting, response procedures, access control and security measures, training, and awareness programs. Following these guidelines is crucial to ensuring the safety and security of all members of the university community. Prioritizing institutional safety in Nigerian private universities can have a safe and supportive environment for learning and growth which is essential for achieving academic success and personal development.

Institutional safety policies are designed to ensure the safety and well-being of students, faculty, and staff within the university. These policies may include measures to prevent and respond to emergencies, such as natural disasters, fires, and security threats. They may also cover health and safety issues, such as the handling of hazardous materials and the prevention of workplace injuries. In addition to their role in achieving safety goals, institutional safety policies can also contribute to broader institutional goals such as improving academic performance and promoting a positive reputation. By creating a safe and secure environment, universities can help to attract and retain students and faculty and foster a culture of excellence and achievement. The safety policies can enhance organizational effectiveness by reducing the risk of accidents, injuries, and lawsuits, and by improving employee morale and productivity. Safety Culture Theory posits that the level of safety in an organization is determined by the attitudes, values, and behaviors of its members. To achieve a culture of safety, universities need to create a supportive environment that encourages open communication, continuous learning, and accountability. Risk Management Theory emphasizes the importance of identifying, assessing, and mitigating risks to prevent accidents and incidents.

By implementing risk management strategies, universities can reduce the likelihood of safety incidents and minimize their impact. To prevent human error, universities need to provide training and support to help employees make safer decisions and perform their tasks more effectively. In the workplace context, [Clarke and White \(2016\)](#) argue that safety policies can lead to improved employee health and well-being, reduced absenteeism and turnover, and increased productivity. Iroanya and Nwachinemere believe that institutional safety policies are critical in achieving goals in private universities in Nigeria. They argue that safety policies should be integrated into all aspects of university operations and enforced effectively to ensure a safe and secure environment for all stakeholders.

## 2. METHODS

The method used in this study is a literature survey that was compared to the current situation. We focused on private universities in Nigeria as models. We collected, reviewed,

and compared data obtained from Internet sources, especially articles published in international journals.

### **3. RESULTS AND DISCUSSION**

#### **3.1. Concept of Institutional Safety Policy**

The concept of institutional safety policy refers to the set of rules, regulations, and procedures that universities put in place to ensure the safety and well-being of students, faculty, and staff. These policies may cover a wide range of issues, including emergency response, health and safety, and workplace safety. The goal of an institutional safety policy is to create a safe and secure environment for everyone involved in the university community. This may involve implementing measures to prevent and respond to emergencies, providing training on safety procedures, and promoting a culture of safety and responsibility. In addition to protecting the safety and well-being of those directly involved in the university community, an institutional safety policy can also have broader benefits such as enhancing the university's reputation and supporting academic success. By demonstrating a commitment to safety, universities can enhance their reputation as a responsible and reputable institution and create a more positive learning environment for students and faculty.

#### **3.2. Revolutionary Plans To Strengthen Institutional Safety Policy Toward Goal Achievement In Nigerian Private Universities**

Identifying the potential hazards that may exist within your university such as fire hazards, theft, physical violence, and sexual harassment will help in prioritizing your safety policies and procedures. Once you have identified the hazards, develop clear policies and procedures that outline the steps to be taken in the event of an emergency such as evacuation procedures, emergency response plans, and protocols for reporting incidents. Provide training to all staff and students on how to respond to emergencies such as fire safety, first aid, and active shooter situations to ensure that everyone remains up-to-date. Install safety features such as fire alarms, surveillance cameras, and emergency lighting to prevent accidents and ensure prompt response in the event of an emergency. Encourage a culture of safety within your university by recognizing and rewarding safe behavior and holding individuals accountable for unsafe practices. Regularly review and update your safety policies and procedures to ensure that they remain effective and relevant. Establish a safety committee that includes representatives from different departments and stakeholder groups. This committee can help develop and implement safety policies and procedures, as well as monitor compliance. Conduct regular safety inspections of university facilities including classrooms, dormitories, and other buildings.

Provide resources and funding for staff and students to receive training on safety-related topics such as first aid (known as CPR) and emergency response. Develop a crisis management plan that outlines how the university will respond to a major emergency such as a natural disaster or terrorist attack. Establish a hazard identification and risk assessment program that involves regular inspections of university facilities and identification of potential hazards. Use this information to develop risk management plans and procedures to mitigate potential hazards. By implementing these steps, you can create a strong institutional safety policy that will help ensure the safety and well-being of all members of your university community.

#### **3.3. Empirical Studies**

Empirical research is needed to fully understand the relationship between institutional safety policies and goal achievement in Nigerian private universities. The effective

institutional safety policies are critical in achieving safety goals in private universities in Nigeria. The author highlights the need for regular training and awareness programs on safety issues, compliance with regulations and standards, collaboration with stakeholders, and continuous improvement of safety policies and procedures. [Adegbite \(2018\)](#) notes that effective leadership is crucial in promoting safety and security on campus. The author suggests that university leaders should be actively involved in developing and implementing safety policies and procedures, and should communicate clearly with staff, students, and visitors safety expectations and responsibilities. [Adebisi \(2019\)](#) argues that safety policies and procedures should be tailored to the specific needs and risks of each private university. The author suggests that universities should conduct risk assessments and develop policies and procedures that are appropriate for their unique campus environment and community. [Adebisi and Owolabi \(2017\)](#) suggest that regular review and evaluation of safety policies and procedures is critical to ensuring their effectiveness in achieving safety goals. The authors recommend that universities should conduct regular reviews of their safety policies and procedures, and make changes as necessary to ensure that they remain relevant and effective.

The safety policies and procedures should be designed to minimize the risk of accidents and injuries, and should be communicated clearly to all stakeholders. The author suggests that universities should use a variety of communication channels to ensure that everyone is aware of the safety policies and procedures, including posters, emails, and training sessions. [Owolabi and Adegbite \(2017\)](#) suggest that safety policies and procedures should be integrated into the overall university management system. The authors argue that safety should be viewed as a key aspect of university operations, rather than as a separate function. They suggest that universities should integrate safety into decision-making processes, and should allocate resources and personnel to ensure that safety policies and procedures are effectively implemented. Overall, these studies suggest that safety policies and procedures are crucial in ensuring a safe and secure environment in Nigerian universities and that they can have a positive impact on job performance and job satisfaction.

### **3.4. Strategic Measures To Promote Institutional Safety Policy In Nigerian Private Universities**

We provide regular training and education to all university staff, faculty, and students on the institutional safety policy and its importance. This can include workshops, seminars, and online resources. Establish a safety committee, composed of representatives from various departments and units, to oversee and implement the safety policy. Develop and implement a comprehensive emergency response plan that outlines procedures for responding to natural disasters, medical emergencies, and other incidents that may occur on campus. Implement measures to secure university facilities and equipment such as installing security cameras, access controls, and lighting systems. Develop and maintain clear communication channels with students, staff, and faculty to keep everyone informed about safety issues and emergencies. Regularly review and evaluate the effectiveness of the safety policy and make necessary changes to improve it. Establish a strong working relationship with local law enforcement agencies to ensure an effective response to emergencies and security incidents. Encourage a culture of safety by recognizing and rewarding safe behavior and promoting a sense of community responsibility for safety. Conduct regular security audits to identify vulnerabilities and potential risks to the university's safety. Develop a crisis management plan that outlines procedures for responding to and managing critical incidents, such as natural disasters, active shooter situations, or other emergencies.

Provide training for staff and students on safety and security issues, such as how to respond to emergencies and how to protect university property and equipment. Invest in advanced security technology, such as access control systems, biometric identification systems, and CCTV cameras, to enhance campus security. Establish an incident reporting system that encourages employees, students, and visitors to report safety concerns or incidents. Develop and regularly test emergency evacuation procedures for different buildings and scenarios, such as fires, earthquakes, or active shooter situations. Develop a risk management process that identifies potential risks to the university's safety and develops strategies for mitigating those risks. Develop a communication plan that keeps parents informed about safety issues and emergencies that may affect their children. This can include regular updates via email or text message, as well as a dedicated parent portal on the university's website.

### **3.5. Hindrances To Institutional Safety Policy Toward Goal Achievement In Nigerian Private Universities**

Hindrances to institutional safety policy toward goal achievement in Nigerian private universities are explained in the following:

- (i) Poor communication: There may be a lack of clear communication about safety policies and procedures, which can lead to confusion and uncertainty among students, staff, and visitors. This can make it difficult for individuals to know what is expected of them in terms of safety.
- (ii) Inadequate training: Many private universities in Nigeria may not provide adequate training to staff and students on safety issues. This can lead to a lack of knowledge and understanding about how to prevent and respond to safety incidents.
- (iii) Inadequate resources: Nigerian Private universities may not have the resources to invest in safety infrastructure and technology, such as CCTV cameras, fire alarms, and emergency response systems. This can make it difficult for them to effectively monitor and respond to safety incidents.
- (iv) Staffing issues: Nigerian Private universities may have staffing issues that can impact safety. For example, there may be a shortage of security personnel or a lack of qualified staff to oversee safety policies and procedures.
- (v) Negligence: In some cases, safety breaches may be the result of negligence or a lack of attention to safety issues. This can be due to a lack of priority given to safety by university leadership or a lack of accountability for safety responsibilities.
- (vi) Culture of complacency: There may be a culture of complacency among students, staff, and visitors that can contribute to safety breaches. This can be due to a lack of awareness about the importance of safety or a belief that safety incidents are unlikely to occur.
- (vii) Lack of enforcement of existing policies: Nigerian Private universities may have safety policies in place, but they may not be consistently enforced. This can lead to a lack of compliance with safety regulations and a lack of accountability for safety breaches.
- (viii) Inadequate risk assessment: Nigerian Private universities may not conduct adequate risk assessments to identify potential safety hazards and vulnerabilities. This can make it difficult for them to prioritize safety initiatives and respond effectively to safety incidents.
- (ix) Limited support for students with disabilities: Nigerian Private universities may not have adequate support systems in place for students with disabilities. This can create safety hazards for these students and limit their ability to fully participate in university life.

- (x) Limited involvement of students and staff in safety initiatives: Nigerian Private universities may not involve students and staff adequately in safety initiatives. This can limit the effectiveness of these initiatives and create a sense of disengagement among students and staff.
- (xi) Inadequate coordination with emergency responders: Nigerian Private universities may not have adequate arrangements in place to coordinate with emergency responders in the event of a safety incident. This can limit their ability to effectively respond to incidents and protect the safety of students, staff, and visitors.
- (xii) Limited transparency and accountability: Nigerian Private universities may not be transparent about safety incidents that occur on campus. This can limit accountability and make it difficult for the university community to learn from incidents and take steps to prevent them from happening again.
- (xiii) Limited data collection and analysis: Nigerian Private universities may not collect or analyze data on safety incidents on campus. This can make it difficult to identify patterns or trends and make data-driven decisions about safety initiatives.
- (xiv) Limited communication with parents and guardians: Nigerian Private universities may not communicate effectively with parents and guardians about safety concerns on campus. This can limit their ability to support their children and ensure that they are aware of potential safety hazards.
- (xv) Limited support for international students: Nigerian Private universities may not provide adequate support for international students, who may face additional safety challenges. This can create safety hazards and limit the ability of international students to fully participate in university life.
- (xvi) Limited support for staff with caring responsibilities: Nigerian Private universities may not provide adequate support for staff with caring responsibilities, such as parents or guardians of young children. This can create safety hazards for these staff members and limit their ability to fully participate in university life.
- (xvii) Limited support for staff with disabilities: Nigerian Private universities may not provide adequate support for staff with disabilities. This can create safety hazards for these staff members and limit their ability to fully participate in university life.
- (xviii) Limited support for staff with mental health issues: Nigerian Private universities may not provide adequate support for staff with mental health issues. This can create safety hazards for these staff members and limit their ability to fully participate in university life.
- (xix) Limited support for staff with caregiving responsibilities: Nigerian Private universities may not provide adequate support for staff with caregiving responsibilities, such as parents or guardians of young children. This can create safety hazards for these staff members and limit their ability to fully participate in university life.

### **3.6. Solutions to Current Hindrances in Institutional Safety Policy Toward Goal Achievement in Nigerian Private Universities**

Solutions to current hindrances in institutional safety policy toward goal achievement in Nigerian private universities are explained in the following:

- (i) Implementing regular training and workshops for staff and students on safety policies and procedures.
- (ii) Establishing a robust security system with 24/7 surveillance and emergency response protocols.

- (iii) Encouraging a culture of reporting and addressing safety concerns through anonymous reporting mechanisms.
- (iv) Providing necessary resources for the maintenance and upkeep of infrastructure and facilities.
- (v) Regularly reviewing and updating safety policies and procedures in response to emerging threats and changing circumstances.
- (vi) Encouraging community engagement and collaboration in promoting a safe and secure campus environment.
- (vii) Providing counselling and support services for students and staff who have experienced trauma or have safety concerns.
- (viii) Implementing strict disciplinary measures for violations of safety policies and procedures.
- (ix) Conduct regular safety audits and assessments to identify areas for improvement.
- (x) Fostering a culture of inclusivity and diversity, which can help to prevent discrimination-related incidents that could compromise safety.
- (xi) Establishing a well-trained and well-equipped campus security force to ensure the safety of all members of the university community.
- (xii) Encouraging the use of technology to improve safety, such as implementing smart campus systems that can detect and alert authorities to potential threats.
- (xiii) Developing and implementing a robust emergency response plan that includes evacuation procedures, emergency notification systems, and communication protocols for responding to a range of emergencies.
- (xiv) Conduct regular safety drills and simulations to test the effectiveness of the emergency response plan and ensure that all members of the university community know what to do in an emergency.
- (xv) Providing resources and support for students and staff who may be experiencing mental health challenges or other personal issues that could affect their safety or the safety of others.
- (xvi) Building strong relationships with local law enforcement agencies and emergency responders to ensure effective coordination in the event of an emergency.
- (xvii) Regularly review and assess the safety of university buildings, facilities, and grounds to identify potential hazards and take appropriate action to address them.
- (xviii) Engaging in ongoing community outreach and collaboration to promote a culture of safety and security in the broader community.
- (xix) Encouraging the use of alternative modes of transportation, such as bikes or walking, to reduce the number of vehicles on campus and improve overall safety.
- (xx) Developing and implementing a comprehensive crisis management plan that includes protocols for responding to a wide range of emergencies, including natural disasters, active shooter situations, and other unexpected events.

### **3.7. Crucial Role in Achieving Institutional Safety Policies in Private Universities**

By establishing clear guidelines and procedures for addressing safety concerns, universities can help to prevent accidents and incidents and minimize the potential for harm. University administration should establish a safety committee that includes representatives from different departments and stakeholders to identify potential hazards and develop policies and procedures to mitigate risks. They should also provide adequate resources including funding and training, to ensure that safety policies are effectively implemented. University staff should be trained on safety policies and procedures and should actively participate in the

implementation of these policies. They should report any potential hazards or safety concerns to the safety committee or relevant authorities. They should also ensure that safety equipment and protective gear are used appropriately. Students should be educated on safety policies and procedures and should actively participate in promoting a safe environment on campus. They should report any potential hazards or safety concerns to the safety committee or relevant authorities. They should also ensure that safety equipment and protective gear are used appropriately. Relevant government agencies, such as the National Universities Commission (NUC), should provide oversight and enforce safety regulations in private universities. They should ensure that universities comply with safety standards and regulations and should provide support and resources to universities to improve safety policies and procedures.

#### **4. CONCLUSION**

In conclusion, the hidden institutional safety policy toward goal achievement in Nigerian private universities is a complex issue that requires a multi-faceted approach to address. This includes the development of clear and well-publicized safety policies, the allocation of resources and support for safety initiatives, and the establishment of accountability mechanisms for safety breaches. These challenges will help to ensure that Nigerian private universities can provide a safe and secure environment for their students and staff, and support their goal achievement.

#### **5. AUTHORS' NOTE**

There is no conflict of interest regarding the publication of this article and confirmed that the paper was free of plagiarism.

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