

Business Process Continuity Policy and Mechanisms for Its Implementation

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1. Business Continuity Policy and Objectives

The University business continuity policy implies the capacities of the University to carry out functioning and provide relevant services at a pre-planned and calculated level during the crisis period as well as after the crisis situation.

Business continuity policy is an essential part of the University's strategic management, the objective of which is to ensure the University's publicly stated mission, vision, values, educational / research, activities envisaged under Georgian legislation and University regulatory documents for the purpose of the continuity of the institution activities. The implementation of this goal of business continuity policy creates the opportunities for understanding the diverse, many-sided activities of the (HEI) as a higher educational institution with the university status in the context that the definition of the business process policy does not involve accurate scenarios of specific, individual cases, but rather mechanisms that are transparent and predictable in any crisis situation that will be effective in any situation.

The business continuity policy foresees in case of need provision of urgent call, assembly, analysis and operational actions of relevant staff, which should ensure the continuous operation of the University.

Business continuity policy is mandatory to be considered by all structural units, as by teaching – research staff, as well as by persons of administrative and support positions, who must take into account the requirements of this plan when planning and implementing their activities.

An important part of the business continuity policy is the mechanisms and capabilities for developing this policy and the continuity plan, making it publicly available, and implementing it. Accordingly, the document is posted on the University website. Policy implementation also includes additional introductory meetings and trainings about policy and plan for university staff.

2. Spatial Spread of the Document

The document is spread within Georgian American University and the entities under contractual obligations with the University.

3. Business Process Continuity Management

In order to manage and ensure business continuity properly there were established the Business Continuity Management Board (BCMB) and the Crisis management Team (CMT) at the University.

The Business Continuity Management Board will develop strategic business continuity goals and directions, oversee the Crisis Management Team, and manage emergencies in the event of a large-scale incident.

The members of the Business Continuity Management Board are represented by the services listed below:

- Senior Vice President Coordinator of the Business Continuity Management Board
- Vice President of Education, Science and Quality Assurance
- Head of Security Office
- Strategic Development Office
- Financial Office
- Legal Services Office
- Marketing and Communications Office
- Maintenance Office
- Information Technologies Office

The Crisis Management Team will carry out the implementation of the Business Continuity Plan during crisis (emergency) situations.

The Crisis Management Team is accountable to the Business Continuity Management Coordinator and should contact him in the event of a large-scale incident. The group is staffed by the persons with the competencies needed to manage crisis situations:

- Head of Security Office Crisis Management Team Coordinator
- Security Office
- First Aid Nurse
- Marketing and Communications Office
- Human Resources Management Office
- Maintenance Office
- Information Technologies Office
- Student managers of schools (faculties)

4. Responsibilities

Senior Vice President	• Will act as the coordinator of the University Business Continuity Management Board, will be responsible for implementing the			
	University Business Continuity Management Strategy and Plan			
Design of Continuity Management				
Business Continuity Management	Develops, reviews and evaluates the University Business Continuity			
Board	Management Plan			
	Establishes communication with schools and various services at both			
	the strategic and operational levels to ensure the involvement of			
	University staff at all stages of the business continuity plan			
	implementation process.			
	Will manage emergencies during large-scale incidents			
	Will hold an annual meeting and discuss the need to change the			
	business continuity plan			
	Submits an annual report to the President of the University			
Head of Security Office	Will act as the Crisis Management Team Coordinator			
,	Inform all offices of the University about the possible danger			
Crisis Management Group	Ensures the execution of the business continuity plan			
	Responds to specific risks and incidents, identify gaps			
	Will study the causes of each case			
	Submits relevant conclusions and proposals to the Business			
	Continuity Management Board			
Security Office	Ensures order and security of the building			
,	Provides information to students and staff on potential threats			
	Will control the people entering and leaving the building			
	Develops a university evacuation plan and evacuates the university evacuation.			
	if necessary			
	Provides information on the content and location of radiological,			
	_			
	chemical, biological and fire hazards			

	• Will communicate and coordinate with the local law enforcement			
	agencies together with the Legal Services Office			
First aid nurse	Provides first aid for students and staff			
	Organizes and controls the disinfection of the building			
Marketing and Communications	Develops an effective communication plan to inform university			
Office	staff, students, the media and other stakeholders			
	Provides control over the spread of false information			
	Provides necessary services to students during emergencies			
Information Technologies Office	Ensures the smooth operation of data, telecommunications and IT			
	systems and networks and responds in the event of problems			
	Provides proper control over information security			
	Organizes operations of backup files			
	Provides readiness for remote operation of the work and study			
	process, if necessary			
Maintenance Office	Provides utility services and disconnects them if necessary			
	Periodically checks the sustainability of the building and ensures the			
	safety of the building			
	Repairs / purchases damaged furniture and other training / office			
	equipment			
	Provides alternative study and office space if needed			
	Provides transportation of key personnel as needed			
	Will procure goods and services			
Financial Office	Provides timely payment of salaries together with the Human			
	Resources Management Office			
	Will manage emergency expenses			
	Will communicate with insurance companies together with the case			
	management service			
	Together with the Legal Services Office , prepares / stores financial			
	and administrative documents			
Deans of schools	Introduce business continuity policies to the core education unit			
	Within their competence, provide issues related to the			
	implementation of the business continuity plan in the main			
	educational unit			
Heads of other services and offices	Ensure the implementation and realization of business continuity			
	policies in their direction			
	Ensure proper involvement in the implementation and monitoring			
	of the business continuity plan			
University staff	In the process of developing a business continuity plan, they provide			
	information about their activities			
	Learn about business continuity plan and procedures			
	If necessary, act in accordance with the business continuity plan			
	in necessary, act in accordance with the business continuity plan			

5. Risk assessment

The Business Continuity Management Board has identified, analyzed the probability risks, and assessed the degree of their impact on the University's business processes. Accordingly, the following risk levels have been developed:

Risk level	Risk category	Description and necessary measures				
		A minor incident that is considered to be a minor case of local impact that				
		does not affect the functioning of the University.				
I	Non-essential					
		No need to implement specific procedures, need to monitor job performance				
II	Essential	A serious case that hinders one or more university processes				
		7.1				
		Risk reduction procedures need to be developed, priorities assessed, and risk				
		mitigation control measures planned.				
III	Critical	A critical incident that completely hinders or disrupts the work of the				
		University				
		·				
		Work / study should be stopped, measures should be taken immediately to				
		reduce the risk.				

6. Defining critical business processes

The Business Continuity Board has identified all the business processes and activities that are critical to the functioning of the University. Delaying / disrupting these processes can cause significant financial and legal harm to the University, or affect the health and safety of students and staff. These business processes should be resumed in a timely manner, preferably no later than 6 hours after the delay.

Table of critical business processes:

University services	Critical activities / processes		
Human Resources Management	Administrative and academic staff management process		
Office			
Document Control Office	Internal university Document Control Office		
Legal Services Office	Ensure compliance of the contracts / agreements / memoranda concluded		
	by the University with the current legislation		
	Representation of the University in case of legal dispute before public /		
	private organizations and individuals		
Information Technologies Office	IT support		
	Procurement of IT equipment and inventory management		
Financial Office	• Ensuring the University's accounting and financial operations in		
	accordance with current legislation and international standards		

	Analysis of the financial condition of the university and preparation of				
	reports Coordination with tax and financial control bodies				
15.1					
Maintenance Office	Procurement of office furniture and inventory and supplies management				
	Organizing repair works				
	Coordination with labor safety, 112 and other emergency regulation				
	bodies				
	Support for accreditation / authorization requirements				
Security Office	Access control of visitors to the University territory				
	Manage video recordings				
	Monitoring the internal and external territory of the university				
	Responding to various emergency incidents				
Library	Manage book and electronic resources in the library				
Strategic Development Office	Coordination of the development and implementation of strategic and				
	action plans of the University				
	• Prepare data, reports, proposals and other materials upon request and, if				
	necessary, analyze them				
Marketing and Communications	• Event management (open days, graduation days, registration days, etc.)				
Office	PR communication				
	Media Relations and Management Process				
	Student employment support				
International Relations Office	Administration of attracting foreign students				
	Exchange program management process				
	Informing Georgian and foreign students about the international				
	component				
Research Development and	The process of finding funding, applying for and administering funding				
Support Office	for grants and research projects				
	Promoting involvement in scientific research activities				
Quality Assurance Office	Coordination process of self-assessment, authorization and program				
•	accreditation				
Continuous Education and	Certificate course management process				
Certificate Center					
Academic Process Management	The process of compiling and managing schedules				
Office	Student enrollment, mobility, termination-suspension administration				
	process (Bachelor's programme, Master's programme and Doctoral)				
	The process of defending a Master's and Doctoral dissertation				
	Academic portal administration and customer support process				
Exam Center	The process of managing and administering written exams				
Student Ombudsman	Student advocacy process				
Schools	Learning / teaching / research Process				
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7. Emergency action plan

Name of risk	Risk level	Expected results	Prevention / Risk management	Crisis management	Maintaining business continuity	Business process recovery
Pandemic/ Other infectious diseases	III	- Infecting large numbers of students and staff - Delays in the work of the university	 Provide information to students and staff on prevention measures Strengthen University disinfection Thermoscreening of university entrants Etc. (see Infectious Disease Preparedness and Response Plan) 	CMT is ready for a timely response BCMB is informed and actively involved in the problem-solving process - Provide information to students / staff on a specific action plan - Informing the responsible person in case of infection of the staff - Detect and isolate contacts - Implement an infectious disease preparedness and response plan Involved: - Security Office - First aid nurse - Human Resources Management Office - Marketing and Communications Office	- Transfer work and learning process to online mode (in whole or in part) - Providing administrative staff with computer equipment, transportation, communication and other resources to switch to online mode - Conduct online training for academic staff to learn the technical details of distance learning - Preparation of guidelines and online tutorials for students / lecturers regarding online learning / teaching - Create online groups and write time schedules - Organizing online exams by the Examination Center	- The time required for the transition to online learning activities is 2-3 days - Complete recovery of the business process depends on the degree of spread of pandemic / other infectious diseases and the state regulation of quarantine

Deterioration of climatic conditions and cases caused by it (e.g. if strong wind or snow, etc. lasts longer than 24 hours)	II	- Possible damages (e.g. tree felling, power lines damage, etc.) - Delays in the delivery of utilities - Problems with movement / travel - Possible delay in the work of the University	- Monitoring of the building by the protection and security office at the end of each working day to minimize risks in case of worsening weather	The CMT is ready for a timely response BCMB is informed - Possible suspension of lectures and changes to the time schedules Involved: - Security Office - First aid nurse - Schools administration - Maintenance Office - Marketing and Communications Office	- Repair / replacement of damaged infrastructure - Cleaning of the outdoor area by the relevant service - If the weather continues to worsen, continue the academic and work process online	- The time required for the transition to online learning activities is 2-3 days - In case of weather improvement, the business process will be fully restored in 1-2 days
Fire	II	- Possible injury to students and staff - Termination of the functioning of the University	- Arranging the University in accordance with the regulations of the Emergency Management Service - Fire hydrants and fire extinguishers are available in the university - Conduct fire safety instruction for university staff	CMT is ready for a timely response BCMB is informed - Localize / extinguish fires with fire extinguishers or fire hydrants in case of small fire - In the event of a large fire, call 112 and call the fire department - Evacuate people and close the building - See the GAU Occupational Safety Policy and Fire Safety Instruction Document on which all actions will be taken Involved: - Security Office - First aid nurse - Maintenance Office - Marketing and Communications Office	 Damage to the building and inventory is assessed and repaired In case of serious damage, continue the training and work process online or find an alternative space 	- Complete recovery of the business process depends on the degree of damage. In case of small and local damage, the training / work process is restored in 1 day - In case of serious damage, the business process will be restored in 1-3 months

Terrorist attack / hostage taking	III	- Possible panic - Risk of receiving psychological trauma - Possible physical injuries to students and staff (including life-threatening) - Manage the situation by the state structure and restrict movement on the territory of the university - Temporary interruption of the University functioning	- Tighten access control for visitors to the University territory - Tighten video recording storage and control - Monitoring the internal and external area of the university	CMT is ready for a timely response BCMB is informed and is actively involved in the problem-solving process - Call 112 and call for the police - Demarcate and lock the perimeter - Suspension of teaching / work process Involved: - Security Office - First aid nurse - Marketing and Communications Office	- Assessment of the level of damage and adequate response in each case in cooperation with state structures	Complete recovery of the business process depends on the degree of damage
Bomb blasting, spreading of chemical, radiation or biological substances (inside the building)	III	- Possible panic - Risk of receiving psychological trauma - Risk of additional explosion / harmful substances - Possible physical injuries to students and staff (including lifethreatening)	- Tighten access control for visitors to the University territory - Tighten video recording storage and control - Monitoring the internal and external area of the university	CMT is ready for a for a timely response BCMB is informed and is actively involved in the problem-solving process - Call 112 and call for the police - Urgent evacuation of the building - Demarcate and lock the perimeter - Suspension of teaching / work process Involved: - Security Office - First aid nurse - Marketing and Communications Office	- Assessment of the level of damage and adequate response in each case in cooperation with state structures - In case of serious damage, continue the training and work process online or find an alternative space	- The time required for the transition to online teaching activities is 2-3 days - Complete recovery of the business process depends on the degree of damage

		- Possible pollution of the environment - Situation management by the state structure and management of university resources - Temporary interruption of the University functioning				
Student protest	II	 Partial disruption of university processes Possible aggravation of the situation 	- Active communication with the administration, dean's office and marketing and communications Office - Student Ombudsman Service	CMT is ready for a timely response BCMB is informed and will be involved in the problem- solving process if necessary - Situation monitoring Involved: - Security Office - Student Ombudsman - Schools administration - Marketing and Communications Office	 Determining the reason for the student protest Conducting negotiations Resolve the problem or otherwise respond to end the protest peacefully 	- The full recovery of the business process depends on the duration of the student protest

Electricity supply problem	I	- Possible interruptions, e.g. shutting down the elevator, turning off the lights (critical in the evening), turning off the internet, turning off the air conditioning (during the summer season), etc.	- Generator - UPSs (to protect the data of staff and students in the process of work) - Monitor electrical wiring once a year	CMT is ready for a timely response BCMB is informed, if there has been a power outage for a long time (> 4 hours)-Automatic start of the generator (wait 1 minute) - Contacting an electricity supplier Involved: - Security Office - Maintenance Office	- Identify the problem (internal or external) and respond accordingly	- The business process is fully restored in 1-3 working days
Problem with natural gas supply	I	- Seasonal risk, critical November-March (5 months) - Possible shutdown of central heating - Possible suspension of the study / work process in the critical period (5 months)	- Air conditioners that make it possible to temporarily replace central heating - Seasonal preventive works of the heating system	CMT is ready for a timely response BCMB is informed if the gas supply has been cut off for a long time (> 4 hours) - Contact a gas supply representative - Possible delay in the study / work process during the critical period (5 months) Involved: - Maintenance Office	Identify the problem (internal or external) and respond accordingly	- The business process is fully restored in 3 -5 working days
Water supply problem	I	- Continuous continuation of the main processes of the University in case of water supply problem up to 2 days	- In the reserve tank (5 tons of technical water), enough for an average of 2 days - Drinking water supply - Periodic monitoring of the system	CMT is ready for a timely response BCMB is informed if the water supply has been cut off for a long time (> 4 hours) - Contact a water supply representative - Switching the system to a backup tank for technical purposes (waiting 30 minutes) Involved:	- Identify the problem (internal or external) and respond accordingly - The need to fill the reserve tank in 2 days and consequently increase the financial cost	- The business process is fully restored in 2 -5 working days

				- Security Office - Maintenance Office		
Sewer problem	I	- In case of a short- term problem, the main processes of the university will continue continuously	- Preventive works 2 times a year	CMT is ready for a for a timely response The BCMB is informed if a delay has occurred for a long time (> 4 h)- Contact the relevant services - Temporary closure of part of the university toilets Involved: - Security Office - Maintenance Office	- Identify the problem (internal or external) and clean the system by the appropriate service	- The business process is fully restored in 1 working day
Damage to the building	II	- Slight disruption of a specific learning / work process	- Periodic monitoring and repair work	CMT can be contacted BCMB is informed in case of a serious problem - Temporarily close the damaged area - Slight disruption of a specific learning / work process Involved: - Maintenance Office	- Damage assessment and repair work	- Complete recovery of the business process depends on the degree of damage, in case of local damage it will take 1-2 working days
Damage / destruction of training- laboratory and administrative equipment	I	- Slight disruption of a specific learning / work process	- Periodic monitoring and repair work	CMT can be contacted BCMB is informed in case of a serious problem - Temporarily close the damaged area - Slight disruption of a specific learning / work process Involved: - Maintenance Office	- Damage assessment, repair or replacement	- The business process is fully restored in 1-2 working days

sible delay in tax /	- Existence of electronic copies	CMT can be contacted BCMB is informed in case of a serious	- Description of destroyed documentation and setting	- Complete recovery of the
1 1 1 6	0 0 1 1	problem	1	business process
-	<u> </u>		recovery	depends on the
cal office process		0 1 1	D	degree of damage,
some of contracts	1	work process		on average it will
	0 1	Impolyada	S	take 1-30 working
	areas		1 ,	days
*			relevant service	
· ·			Po signing of contracts	
•		- Legal services Office	0 0	
to renewar			and memoranda	
ht disruption of	- Existence of an	CMT can be contacted	- Identify the problem	- The business
_				process is fully
ess			, ,	restored in 1
				working day
pension of the		- Contact the Internet provider		
ing / work		- Switch to backup line (wait 15 minutes)		
ess in case of				
onged shutdown				
		- Information Technologies Office		
	0.00	CL CT		m1 1 1
-	-			- The business
			respond accordingly	process is fully
process	C	problem		restored in 1-3
		IT assistance to eliminate the problem		hours
		•		
	tne software	- Contact official suppliers if flecessary		
	- Existence of firewall	Involved:		
	,			
	* *			
	ht disruption of cal office process ence of contracts nemoranda with nts, academic and nistrative staff, iers and partners to renewal ht disruption of carning / work cass pension of the ing / work cass in case of	electronic copies ht disruption of cal office process ence of contracts nemoranda with nts, academic and nistrative staff, iers and partners to renewal ht disruption of carning / work ess in case of nged shutdown ht disruption of a fic learning / - Storage of archival material and other documents in specially designated protected areas - Existence of an alternate line - Official partners existence of Microsoft,	electronic copies ht disruption of al office process - Storage of archival material and other documents in specially designated protected areas - Slight disruption of a specific learning / work process Involved: - Document Control Office - Financial Office - Financial Office - Legal services Office - Legal services Office - CMT can be contacted BCMB is informed in case of a serious problem - Contact the Internet provider - Switch to backup line (wait 15 minutes) - IT assistance to eliminate the Involved: - Information Technologies Office - IT assistance to eliminate the Involved: - IT assistance to eliminate the problem - IT assistance to eliminate the problem	brocess electronic copies SCMB is informed in case of a serious problem Storage of archival material and other documents in specially designated protected areas Slight disruption of a specific learning / work process Involved: - Restoration of documentation through electronic copies by the relevant service - Re-signing of contracts and memoranda with disruption of araning / work sess - Existence of fire and ing / work sassociated with the software - Existence of firewall, antivirus applications, Involved: - Information Technologies Office -

			- Periodic storage of copies			
Hardware problem	I	- Slight disruption of a specific learning / work process - Continuation of the main processes of the University if we are not dealing with a large amount of equipment damage	- Periodic inspection of equipment, replacement of obsolete equipment from time to time - Backup computer supplies	CMT can be contacted BCMB is informed in case of a serious problem - IT assistance to eliminate the problem - Replace damaged equipment if necessary Involved: - Information Technologies Office	- Identify the problem and respond accordingly (repair / replacement / purchase of damaged)	- The business process is fully restored in 30 minutes -1 day
Cybercrime	П	- Danger of data loss - Possible delay in the learning / work process	- Store important information on external protected servers - Periodically back up and save information (once a week)	CMT can be contacted BCMB is informed and will be involved in the problem-solving process if necessary - Timely informing of law enforcement agencies - Provide IT assistance where possible Involved: - Legal services Office - Information Technologies Office	- Identify the problem and respond accordingly	- The business process is fully restored in 2-3 days
Lack of income	II	Insolvency of the loan amountInability to pay salaries and other operating expenses	- Currency diversification is a way to protect against exchange rate volatility - Financial reserves	CMT does not require contact BCMB is informed and involved in the problem solving process - Determining the shortage - Capital increase - take a loan	 - attract investments - Develop new grant and research projects and submit applications - Develop and add new curricula 	- It will take 7-10 working days to fill the revenue shortfall in a short period of time - The growth of finances in the

			- Determining the budget for the academic year at the beginning of the academic year	Involved: - Financial Office - Legal services Office	- Develop and add new certification courses - Activation in the direction of attracting international students	long run will take more than 1 year
Deficit of public transport	II	- Possible disruption of the work / learning process	- Most employees have a car - GAU is served by a minibus	CMT is ready for a response BCMB is informed - Organize transition to distance learning in case of long delays and inform students and staff - Provide staff transportation if needed Involved: - Security Office - Marketing and Communications Office	Transfer of work and study processes to online mode(in whole or in part) - Providing administrative staff with computer equipment, transportation, communication and other resources to switch to online mode - Creating online groups and writing time schedules for students / lecturers	- The time required for the transition to online learning activities is 2-3 days - The full recovery of the business process depends on the solution of the public transport problem determined by the state
Collapse of large suppliers	I	- Possible delay in university procurement - Possible Impact on University Services	- Supplies - Diversify suppliers	CMT does not require contact BCMB is informed - Market research - Situation monitoring Involved: - Financial Office - Maintenance Office	- Find alternative providers / suppliers	- The business process is fully restored in 1-2 working days

Socio-political or other type of event in the country / city	II	- Possible impact on university activities- Possible suspension of the University functioning	- Timely delivery of information on possible developments - Communicate with students and staff to ensure safety	CMT can be contacted BCMB is informed - Situation monitoring Involved: - Security Office - Marketing and Communications Office	- Identify the problem and respond accordingly	- Complete recovery of the business process depends on the event in the country / city
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