

## POLICY

Date: 2021-12-06

Decision agreed by: EHS Board

# Work environment policy

### **Purpose:**

The aim of the work environment policy is to regulate working conditions at the university in order to prevent ill health and accidents and in order to create a good work environment.

### **Background:**

University College Stockholm conducts higher education and research. The work takes place mainly in office and classroom environments at the Bromma and Södertälje campuses, and to some extent remotely.

### **Policy:**

The work environment at EHS should be such that employees and students are not put at risk of injury or ill health.

A good work environment provides employees and students with the security and job satisfaction needed to take on growing challenges. This is of strategic importance for the university in order to recruit and retain committed, creative and competent staff and attract students.

To achieve these goals, we will work systematically with the physical, organizational and social aspects of our work at EHS. Hazards and risks to health should be recognized and addressed effectively. Regulations and voluntary agreements concerning the work environment must be followed and health and safety factors must be prioritised.

We will work strategically with the organizational and social aspects of the work environment and evaluate progress through regular employee and student surveys. Measures must be planned in collaboration between employers, staff and student safety representatives.

All employees and students have a responsibility to contribute to a good study and work environment. The university's teachers have a specific responsibility for the teaching work environment.

The university's managers have a specific responsibility for the work environment for the university's employees. This responsibility must be clarified by delegating work environment tasks.

No form of abusive treatment, discrimination or harassment will be tolerated. If these take place, necessary measures must be taken to stop the behavior, and those affected must receive support quickly. Students and employees must be made aware of the procedures for handling any such abuse and discrimination.