



UPPSALA
UNIVERSITET

THE WORKING ENVIRONMENT AT THE DEPARTMENT OF MEDICAL SCIENCES

Welcome to the Department of Medical Sciences, we hope you are going to thrive!

The department is a heterogeneous workplace divided into more than 25 research groups, several platforms and an administration wing. Our department comprises of people of different ages, nationalities, sex, faith and sexual preference. We believe that this diversity provides excellent conditions for a creative and productive environment. Unfortunately, a good and enjoyable workplace cannot create itself. It is dependent on the premise that all - co-workers and management, actively contribute. Each of us has the potential to thrive and excel in an environment where respect and tolerance are prioritized. The Employer has the responsibility to actively prevent harassment and victimization. Although Superiors/Supervisors represent the Employer, these individuals cannot create the atmosphere at the workplace on their own. This means that you, and every individual, are responsible for the working environment on a daily basis. In the ideal workplace understanding this would suffice to prevent all problems, but in reality we need to be prepared to handle issues such as harassment and victimization. These may range from minor incidents that are easily resolved through a discussion between those involved, to criminal offences that warrant a criminal investigation.

There are rules and regulations to guide us

All at the university and higher education institutions are covered by the Discrimination Act (Diskrimineringslagen; 2008:567). At Uppsala University, there is zero tolerance for discrimination, harassment and victimization. Our work with equal opportunities at the Department of Medical Sciences is therefore carried out systematically and aims to be an integrated part of our operations. Neither the Department nor the University tolerate harassment or victimization.

The most important points in the Discrimination Act are the following:

- Universities and higher education institutions are obliged to take preventive action so that harassment cannot occur. They must also take active steps to promote equal rights for everyone at the university, including applicants.
- Uppsala University's Equal Opportunities Programme sets objectives and strategies for our systematic work on active measures.
- The university has a duty to investigate when discrimination or harassment is suspected. Uppsala University follows the guidelines for dealing with cases of harassment under the Discrimination Act.

You can find the University's guidelines here:

http://regler.uu.se/digitalAssets/131/c_131823-l_1-k_guidelines_cases_of_harrassment.pdf.

What is harassment?

Harassment means conduct that violates a person's dignity and that is related to any of the seven grounds of discrimination:

1. Sex: that someone is a woman or a man.
2. Transgender identity or expression: that someone does not identify herself or himself as a woman or a man or expresses by their manner of dressing or in some other way that they belong to another sex.
3. Ethnicity: national or ethnic origin, skin colour or other similar circumstance.
4. Religion or other beliefs.
5. Disability: permanent physical, mental or intellectual limitation of a person's functional capacity that as a consequence of injury or illness that existed at birth, has arisen since then or that can be expected to arise.
6. Sexual orientation: homosexual, bisexual or heterosexual orientation.
7. Age: length of life to date.

Harassment can be found in many different situations and be of various kinds such as: giving sexual allusions or invitations in a way that makes others uncomfortable, making disrespectful comments regarding any of the discrimination grounds or ignoring or diminishing a colleague or his/her work. This is valid for every individual - students, professors, cleaning personnel, applicants for positions, etc, employed by Uppsala university or not.

What to do if you experience or observe harassment?

If you feel that you are being harassed or if you observe harassment you should talk to your immediate superior/supervisor. Should your immediate superior/supervisor be part of the problem you turn to the next level superior, typically the Head of the department. Alternatively you may turn to the Equal opportunities “ombud”, appointed by the Head of the department.

There are also others whom you may talk to such as study and career counsellors, student ombudsman, safety representatives, the coordinator for students with disabilities, legal officers and trade union representatives. Last but not least, there are the University’s occupational health services and the Student Health Centre who will assist you in times of need.

Lars Rönnblom, Prefekt

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