



UMEÅ UNIVERSITY

WORK ENVIRONMENT AND EQUAL OPPORTUNITIES POLICY

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¹ This document has been translated from Swedish into English. If the English version differs from the original, the Swedish version takes precedence.



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1. Description

The Work environment and equal opportunities policy aims to clarify Umeå University's overall objectives for creating and maintaining a good, sustainable and inclusive work and study environment with equal opportunities², and describes the strategies that form the basis for how the objectives are to be achieved.

This policy is a central policy document for the systematic work relating to the work environment and equal opportunities and serves as a guide for the University's long-term work within these areas.

2. Background

The legal framework that forms the basis for drawing up this policy consists of:

- the Work Environment Act (1977:1160),
- systematic work environment management – basic obligations for those with employer responsibility (AFS 2023:1), provisions,
- planning and organising work environment management – basic rules for those with employer responsibility (AFS 2023:2), provisions,
- the Discrimination Act (2008:567),
- central government's basic values, and
- Umeå University's central policy documents.

3. Overall objectives for work environment and equal opportunities

A good physical, mental, organisational and social work environment with equal opportunities is a strategically important issue for Umeå University. By focusing on the health of employees and students, the right conditions are created for a sustainable working and study life. A good work and study environment with equal opportunities is characterised by good interaction and communication between managers, leaders, employees and students.

The work and study environment must be safe, accessible, secure and functional, and must be characterised by job satisfaction, development, participation, trust and respect for the equal value of all people. Equal opportunities must be a natural feature, and it must be possible to work and study at Umeå University regardless of gender, ethnic origin, religion or other beliefs, disability, sexual orientation, gender identity, gender expression or age. The

² At Umeå University, 'equal opportunities' is used as an umbrella term for the work to combat discrimination and the work to promote equal rights and opportunities for everyone, regardless of gender, gender identity or gender expression, ethnic origin, religion or other beliefs, disability, sexual orientation or age.



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University must carry out systematic and long-term work to achieve a good work and study environment by promoting gender equality, equality and diversity, and must prevent victimisation and all forms of discrimination.

The University takes a zero-tolerance approach towards victimisation and all forms of discrimination.

4. Responsibilities

As an employer and an education provider, Umeå University has the ultimate responsibility for ensuring a good work and study environment with equal opportunities. The Vice-Chancellor has overall responsibility for the work and study environment. Managers have a responsibility to work systematically and preventively to prevent ill health, accidents and all forms of discrimination, and to achieve a good and inclusive work and study environment. Employees and students have a responsibility to contribute towards creating a good and sustainable work and study environment where equal opportunities prevail.

Work environment and equal opportunities management must be carried out in cooperation between managers, employees, students, work environment representatives, equal opportunities support, student work environment representatives, trade union organisations and student unions.

5. Strategies

Umeå University achieves the objectives by:

- work relating to the work environment and equal opportunities is integrated and forms a natural part of the daily work, as well as of organisational change and development;
- employees and students being given the right conditions for a good and sustainable work and study environment with equal opportunities;
- managers being given the right conditions to work preventively for a good and sustainable work environment with equal opportunities;
- work environment incidents, injuries, violations and harassment being reported, investigated and followed up;
- early interventions and adaptations in response to signs of ill health and sick leave being initiated and followed up;
- managers, employees and students follow regulations, instructions and routines;
- to work proactively to ensure an accessible workplace and student environment, considering individuals with allergies and avoiding the use of strong fragrances.
- to work proactively to ensure an alcohol- and drug-free workplace and study environment; and
- to continuously carry out systematic efforts to improve working and study conditions in order to create good, inclusive, and sustainable environments.