



Description of the work environment Aarhus University

Notat

Aarhus University desires open dialogue about the work environment employees experience on a daily basis, including issues related to workload, stress and well-being. It is the university's goal to maintain a high degree of focus on the balance between tasks and resources, so that all employees have the possibility of achieving sustainable work-life balance.

Aarhus University wishes to promote preventative measures in relation to work-related injuries, absence and stress etc. Aarhus University has a zero-tolerance policy in relation to bullying, harassment, threats and violence.

In collaboration with the occupational health and safety and liaison committee organization, management is responsible for ensuring and developing a good work environment. At the same time, all employees are expected to contribute to and participate actively in promoting well-being and ensuring a good work environment.

Aarhus University applies the results of the mandatory workplace assessments to systematically and regularly follow up on and initiate dialogue about concrete, prioritized work environment initiatives.

Dato: September 2016
Sagsnr.:
Ref: AU HR

In relation to stress all employees at Aarhus University have the opportunity to contact a Psychological Counselling Service. In relation to emergencies the emergency response procedure at Aarhus University is intended to ensure that the university is informed as quickly as possible about acute, physical threats, and procedures are in place to activate management and appropriate staff to deal with the situation without delay.

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The occupational health and safety organization

The occupational health and safety organization of Aarhus University has four levels: Occupational Health and Safety Group, Local Occupational Health and Safety Committee, Faculty/Administration Occupational Health and Safety Committee and Main Occupational Health and Safety Committee. The main Occupational Health and Safety Committee (HAMU) plans the environmental work on a strategic level and coordinates this work with the Faculties and the Administration.

The working environment legislation

Aarhus University meets the expectations in the Danish working environment legislation which applies to all work on the ground and, in particular, work performed for an employer. The central part of the Act is the extended safety and health concept which means that all factors causing accidents, sickness and attrition must be taken into consideration in the prevention work. It is the responsibility of the employer to ensure that the working conditions are safe and sound in any way. <http://engelsk.arbejdstilsynet.dk/en/regulations/acts/working-environment-act>