WORKPLACE CULTURE AND OFFENSIVE BEHAVIOUR

On 17 November 2020, the senior management team held a theme morning seminar on workplace culture and offensive behaviour for the occupational health and safety committees and the liaison committees as well as deans, heads of department/heads of school, centre directors and deputy directors.

The theme day was part of the multiannual focus on workplace culture at AU, decided by the Main Occupational Health and Safety Committee (HAMU) and the Main Liaison Committee (HSU) in the autumn of 2019 as part of the follow-up on workplace assessments (WPA). On the day, focus was primarily on the current topic of offensive behaviour. This is an important part of the work.

The faculties and the administration are now continuing their work on workplace culture and offensive behaviour. Read more about workplace culture initiatives [here](https://example.com) (in Danish). Slides and videos from the theme morning seminar are also available on this website.

Read more about dealing with and preventing offensive behaviour [here](https://example.com).

ELECTIONS TO THE OCCUPATIONAL HEALTH AND SAFETY ORGANISATION AT AU 2021

**Time to stand for election!**

Do you want to be part of the occupational health and safety organisation at Aarhus University?

From today, you can officially stand for the post of occupational health and safety representative within your unit. If you want to stand for election, all you have to do is fill in a [nomination form](https://example.com).
Occupational health and safety representatives are essential stakeholders in work environment collaboration at AU, where a healthy and safe work environment is something we create together. Read about this in University Director Arnold Boon’s blog post on the joint actions in the occupational health and safety organisation.

But why stand as an occupational health and safety representative? And what does an occupational health and safety representative do? In this article, Susanna Holm Nielsen explains what motivates her as an occupational health and safety representative.

All members of staff who have worked at AU for a minimum of nine months can stand for election as occupational health and safety representatives.

Occupational health and safety representatives are elected for three years at a time (1 March 2021 to February 2024).

Read also the news item about the election here.

CONSULTANCY FOR PHYSICAL AND PSYCHOLOGICAL WORK ENVIRONMENT SERVICES

AU will continue collaboration with the current suppliers on consultancy within physical and psychological work environment services. AU collaborates with Crecea, Arbejdsmiljøcentret and JobLife.

Physical work environment services can relate to ergonomics, indoor climate, etc., and psychological work environment services can relate to conflicts, bullying, cooperation issues, etc.

If you need to order tasks from external partners, please contact one of the consultancy companies, which will make sure that you are contacted by the appropriate adviser.

Consultancy costs are paid locally.
Read more here (in Danish).

WORKPLACE ASSESSMENT ON WORKING FROM HOME DURING THE COVID-19 PANDEMIC

The WPA must be updated when working conditions change significantly. This is a general provision in the Danish Working Environment Authority’s Executive Order on the Performance of Work (in Danish).
The extent of working from home due to Covid-19 is such a significant change in working conditions that it is necessary to make a supplement to the existing WPA action plans. This includes mapping the working environment in relation to working from home and the resulting changes to working conditions.

Updating the unit’s WPA is a local task. You are free to choose the method you wish to use for the mapping. Action plans must be entered in the action plan system.

Some units have already completed a mapping process and do not need to do this again. Chairs of the local occupational health and safety committees (LAMU) have been informed directly. More information is available on the website “WPA on working from home”.

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**PSYCHOLOGICAL COUNSELLING AT AU**

AU will continue collaboration with the current supplier of psychological counselling for AU staff.

AU’s agreement on psychological counselling applies to work-related enquiries, and you can contact the Psychological Counselling Service via your manager or anonymously.

Contact Dansk Krisekorps at: +45 7022 7612.  
Read more about the scheme [here](#).

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**THE UNIVERSITIES’ WORK ENVIRONMENT CONFERENCE 2021**

The physical work environment conference for employees at Danish universities was cancelled and will be replaced by a webinar on 3 March 2021.

Already registered participants will be informed directly very soon.

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**ABOUT THE NEWSLETTER**

‘News about work environment’ is a newsletter with information and news about work environment for AU staff.

Click the link to subscribe to the [newsletter](#).

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**DO YOU WANT TO KNOW MORE ABOUT WORK ENVIRONMENT?**
If you want to keep up-to-date on the latest knowledge, as well as be inspired in relation to work in the occupational health and safety groups and committees, you can subscribe to various free newsletters by clicking the links below:

- **Branche Fællesskab Arbejdsmiljø – Velfærd og offentlig administration (professional association for work environment) (in Danish)**
- **The Danish Working Environment Authority’s newsletter (in Danish)**
- **Arbejdsmiljørådet (the Danish work environment council) - News (in Danish)**

## CONTACT US

If you have comments or suggestions for the next newsletter, please send an email to arbejdsmilo@au.dk.

If your colleagues wish to subscribe to the newsletter, they can sign up via the website.

Kind regards,

*AU HR, Development and Work Environment, Team Organisation and Work Environment*