THEME DAY ON WORKPLACE CULTURE AND OFFENSIVE BEHAVIOUR

Following the 2019 workplace assessment (WPA), the senior management team and the Main Occupational Health and Safety Committee (HAMU) and the Main Liaison Committee (HSU) made workplace culture a strategic focus area at all levels of the organisation in May 2020. Workplace culture supports and develops collaboration across specialisations and organisational structures in a way that strengthens the university’s core tasks and collegial environments. Managers must take responsibility for local dialogue and, together with employees, question current practices, dilemmas and co-operation at work.

As a source of inspiration for local discussions about workplace culture, a theme morning seminar about workplace culture will be held on 17 November 2020 from 09:00-12:00 for managers at levels 1-3 and members of the university’s occupational health and safety and liaison committees.

Focus will be on workplace culture at AU, particularly in relation to tone of communication and offensive behaviour. Participants will gain insight into how AU deals with offensive behaviour and gain inspiration for dialogue and dealing with challenges in relation to workplace culture. The last part of the meeting will take place at the faculties, where it will be possible to discuss the faculty’s next steps in their work on workplace culture.

The meeting will take place via Zoom. If you are a manager at level 1-3 or if you are a member of an occupational health and safety committee or liaison committee at AU, and you have not registered for the event, you can register via this link https://events.au.dk/amtemadag/signup

The programme for the meeting and the Zoom link will be sent to participants later.

ELECTIONS TO THE OCCUPATIONAL HEALTH AND SAFETY ORGANISATION AT AU 2021

Elections to the occupational health and safety organisation at Aarhus University will be held during the first quarter of 2021. Employees will elect occupational health and safety representatives to occupational health and safety groups and occupational health and safety committees.

The election is an important part of collaboration at AU on well-being and efficiency – and on ensuring a good work environment! All employees are encouraged to support the election by standing for election and by voting in the elections.

As a manager, you have a special role in connection with the election. Whether or not you are a formal part of the occupational health and safety organisation, you can still help ensure that the election goes smoothly. You can help draw attention to the role and tasks of the occupational health and safety organisation and help establish a good framework for the election. Managers are not permitted to participate in the actual election.
In the autumn of 2020, managers at all levels and staff members in local occupational health and safety committees set the framework for the future occupational health and safety organisation. This means that the number of occupational health and safety groups under each individual occupational health and safety committee has been decided (department/school, deputy director and centre level).

Employees who are interested in becoming occupational health and safety representatives can stand for election from the beginning of December 2020. As an occupational health and safety representative, you become a part of the occupational health and safety group and play an extremely important role in the development of a good work environment by representing your colleagues and supporting management.

The occupational health and safety organisation will receive more detailed information about the election in the middle of week 45.

You can already read much more about the election and the Rector's message about getting involved in the election.

The election takes place in January and February 2021, which means that the first meetings in the new occupational health and safety groups can take place from 1 March.

**A FIXED TEMPERATURE OF 21 DEGREES CELSIUS WILL REDUCE AU’S CLIMATE FOOTPRINT**

Aarhus University is now introducing a fixed temperature of 21 degrees Celsius in all the university’s buildings during the autumn and winter months. This is part of the university’s efforts to reduce its climate footprint.

A temperature of 21 degrees is not quite as warm as a lot of people might be used to. Some employees will probably want to put on an extra layer over their T-shirt in the coming months. These room temperatures are in line with the Danish Working Environment Authority’s recommendations: a temperature of 20 and 22 degrees Celsius is appropriate for sedentary work under normal climatic and working conditions.

At Nat and Tech, as well as in a number of buildings at Health and Arts, the switch to the standard temperature setting of 21 degrees during the heating season is already well under way. And ultimately, all of the university’s buildings will switch to the new temperature setting.

This temperature adjustment is an important contribution to reducing AU’s climate footprint. For every degree the temperature is reduced in a building, the university’s heat consumption will fall by a minimum of three per cent on average.

Read more about how a fixed low temperature will reduce AU’s climate footprint

**OFFENSIVE BEHAVIOUR - COURSES**

Offensive behaviour, sexism and sexual harassment have come under closer scrutiny. Read about what Aarhus University considers offensive behaviour via this link and read about how you, as a manager, colleague and employee should deal with offensive behaviour.

**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)

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**CONTACT US**

If you have comments or suggestions for the next newsletter, please send an email to arbejdsmiljø@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