2014–2017 Work Environment Policy for Lund University
Approved by the Vice-Chancellor on 5 June 2014

Creating a positive and secure work environment is an important task for Lund University and its activities. Preventive work environment management leads to a work environment which benefits everyone in the workplace and in the study environment. The present policy and description of how work environment management is conducted at Lund University clarify its goals and the tools at our disposal to achieve them.

The purpose of Lund University’s work environment management is to create an environment which is perceived as stimulating and favourable to development, where attention to the work environment and safety is integrated into everything we do; it is to be a natural part of all organisational planning. Offering a stimulating work and study environment enables our most important resource, the individual, to thrive and function optimally.

The University’s work environment management is to satisfy legal requirements with a comfortable margin. Working conditions are to be adapted to the various physical and mental circumstances of the employees and students. Activities are to be conducted in premises which are fit for purpose, functional and accessible. Work and studies are to be planned in such a way that employees and students do not risk exposure to workloads that could cause repetitive strain injury or mental illness.

Resources for preventive work environment management, information and training on these issues are to be set aside within the University at the central level, within the faculties and departments and within all other equivalent organisational units.

Work environment management is to be planned, organised and followed up in an efficient and purposeful manner, in compliance with the requirements applicable to systematic work environment management. The work environment is to be designed in such a way as to create the conditions for job satisfaction and security, development and participation for both employees and students.

Victimisation is not accepted in the workplace or in the study environment, and measures are to be promptly taken at the first indication of victimisation. There are to be systems in place which pick up early signs of stress, and an openness within the organisation to counteract a culture of silence.

A positive work and study environment is based on cooperation between work environment managers, employees and students. Collaboration is to be a natural part of everyday work; time is to be set aside and forms identified for its practical implementation.