

## For anyone employed or on a placement at Uppsala University who feels subjected to harassment, sexual harassment or victimisation

Uppsala University has zero tolerance for harassment, sexual harassment and victimisation. The University works actively against such behaviour in line with the Discrimination Act and the Swedish Work Environment Authority's regulations on organisational and social work environment, AFS 2015:4 (OSA).

Whenever the University becomes aware that an employee feels subjected to harassment and/or victimisation, the University has a statutory obligation to investigate what has happened and, if necessary, respond appropriately to combat such behaviour and prevent it from happening again.

It is you who decide what you find offensive. It is also your responsibility to inform your line manager that you have been subjected to harassment, sexual harassment and/or victimisation.

### **Support and help when you feel targeted**

- When the head of the department/equivalent becomes aware of potential harassment/sexual harassment/victimisation they are obliged to investigate.
- If you feel subjected to harassment/sexual harassment/victimisation, contact your line manager. It is very helpful if you document the behaviours you have perceived as harassment and/or victimisation.
- For support prior to and during your contact with your line manager or equivalent you can contact your union representative and/or the safety officer at your department/equivalent. They are bound by professional secrecy. Link to webpage listing safety officers:  
<https://mp.uu.se/c/perm/link?p=1385017>
- At the occupational health service there are behavioural scientists and psychologists that you can talk to if you are feeling distressed or upset. They are bound by professional secrecy. Link to more information about the University's occupational health service:  
<https://mp.uu.se/c/perm/link?p=284312403>

When you report harassment, sexual harassment or victimisation, you have statutory protection against reprisals.

Read more about how the University works for a work environment free from harassment, sexual harassment and victimisation:

<https://mp.uu.se/sv/web/info/anstallning/stod-arbetsmiljo>