



Reg. no: BTH-1.1.3-0233-2020

# Work Environment Policy

Blekinge Institute of Technology

Approved by the Board of Governors on 25 September 2020, Item 63

Valid as of 1 October 2020

Replaces board decision of 10 December 2013, Item 91, Reg. no BTH-1.2.1-0229-2013

## Work Environment Policy

Creative and stimulating academic research and education require a good work and study environment.

All those working or studying at Blekinge Institute of Technology are entitled to a positive and sustainable work and study environment that fosters development and is stimulating, safe and secure. The work and study environment is to be designed to prevent ill health and accidents, and to create the conditions for job satisfaction, participation, influence, quality and efficiency.

A good work and study environment requires everyone to contribute and is characterised by the organisation's goals and strategies being familiar to all, and the organisation being permeated by clear and inclusive leadership. Likewise, responsibilities and authority on work environment issues are to be clear and well known. Both the design of the work and study locations and their outdoor surroundings are of major significance for a positive work and study environment. A good work and study environment is of strategic significance for the activities and development opportunities of Blekinge Institute of Technology.

All employees and students at Blekinge Institute of Technology are to contribute to a gender-equal, fair, respectful, inclusive and quality-enhancing atmosphere and are to work towards a good physical, organisational and social work and study environment. Staff and students are therefore expected to take personal responsibility for their shared work and study environment, to comply with the laws and regulations governing the work environment and discrimination, and to apply policies, rules and guidelines decided on by BTH.

The work and study environment is to promote equal rights and opportunities for all employees and students regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Within the higher education institution, there shall be zero tolerance for discrimination, victimisation, threats, violence, harassment and sexual harassment.

The Board of Governors is to ensure that the organisation has a good work and study environment. The vice-chancellor has ultimate responsibility and is to make sure that the overarching goals and strategies for work environment management are applied in everyday activities. As part of this work, the vice-chancellor may allocate work environment tasks to managers and heads of department by specific delegation.

Systematic work environment management is to be a natural, integrated part of activities and conducted as a collaboration between managers, staff and students with opportunities for influence and participation, so as to continuously improve the work and study environment. Initiatives and suggestions for work environment improvements from all those working at BTH are to be encouraged.