

Dear all at DTU

In this year's first DTU Work Environment Info, DTU Working Environment Secretariat would like to thank everyone for the past year. 2025 was another busy year for DTU and characterized by increasing unrest and complexity in the world around us. While paying due attention to these challenges - both internationally and domestically - we also succeeded in maintaining a strong focus on opportunities and the development of our working and study environment at DTU.

In this context, DTU's working environment organization plays an important role. In the individual university units and across DTU, highly committed employees and students are always working to develop our shared working and study environment through dialogue and collaboration.

In 2026, we are looking into yet another exciting year in which the Corporate Work Environmental Committee's action plan sets a strategic direction for how we continue to strengthen and develop our study and working environment.

A sustained and systematic focus on the working environment as a strategic priority is important. We must identify and exploit the opportunities for organizational learning that arise in the face of everyday challenges and the complexities of reality. This calls for continued joint efforts to translate experience into well-documented actions that strengthen the working environment and are integrated into our work processes. These actions will not only support well-being, health, and safety, but also contribute to long-term robust and sustainable development in the organization.

The DTU Working Environment Secretariat is looking forward to continued collaboration across DTU in 2026 and to continuing our efforts to develop a good working and study environment for all - together we can do more!

On behalf of DTU's Working Environment Secretariat,
Lars Villadsen, CAS AB
Nina Fog, Corporate HR, Strategic Development

Corporate Work Environmental Committee's action plan 2026

- by Simone Clauwaert, CAS AB

The Corporate Work Environmental Committee's action plan for cross-organizational working environment initiatives at DTU in 2026–2029 has now been approved and can be found at [DTU Inside](#).

The action plan should be seen as one of many tools designed to support the positive development of our working environment, and the Corporate Work Environmental Committee's intention is for the plan to help strengthen the planning of the work of the respective university units' work environmental committees.



Nominations for DTU's Working Environment Award

- by Leif Leon Warner, CAS AB

DTU strives to develop and preserve a safe, secure, and healthy working and study environment so that we thrive, and so that working and studying at DTU is felt to be both physically and psychologically safe. The annual award recognizes and celebrates individuals who are making a special and extraordinary effort to develop the working environment at DTU, and the award is presented by the President at DTU's Commemoration Day.

The individual university units, employees, and students are invited to nominate suitable candidates for the award, and the nomination form for this is available on [DTU Inside](#). Nominations must be sent to CAS AB /Leif Warner lwa@dtu.dk no later than Friday 16 February 2026, so that the Corporate Work Environmental Committee can vote among the nominated candidates at the next committee meeting.

DTU focuses on neurodiversity

- by Tina Messerschmidt, Corporate HR

In 2025, DTU Working Environment made us all wiser about neurodiversity. This was achieved through a strong management focus, DTU's Working Environment Coordinator Network, an internal course on psychological working environment, the DTU DEI day, and DTU's Work Environment Conference. Here, managers, employees, and students have learnt more about neurodiversity, and talked about how we can adjust our habits and ways of interacting to make it a little easier for more people to join in.

Neurodiversity is not the responsibility of the individual

Many people refrain from sharing that they have a diagnosis. Many have also felt very alone with their challenges because their manager and the working environment organization have not been sufficiently geared to entering a dialogue. But neurodiversity is being debated more in society. As a result, more people feel like talking more openly about being neurodivergent. This is a unique opportunity for us as a working environment organization to reiterate that the working environment is a shared responsibility at DTU - and that DTU is for everyone who can and wants to contribute.

Brain research is making us all wiser about the fact that our brains work in different ways. DTU is also aware that a clear management focus and curiosity about our different needs create a study and working environment that is good for many (and necessary for some).

- A **neurotypical brain** has a filter that sorts sensory impressions and information (helps us focus and avoid brain overload)
- A **neurodivergent brain** lacks parts of this filter (which means that many sensory impressions hit the brain unfiltered and increases load on the body's nervous system)

What can you do yourself?

- Be curious and strengthen dialogue - also about neurodiversity.
- Remember that the same diagnosis can manifest in many ways - and we all have good/bad days.
- If you want to continue working with neurodiversity, HR has developed a set of dialogue cards with prejudices and facts that you are welcome to borrow - contact your HR partner for more information.

DTU's Health & Safety E-learning

- by Lars Villadsen, CAS AB

DTU Health & Safety E-learning is based on a digital learning platform with various opportunities for gamifications. Different 3D environments have been developed, reflecting DTU's campus environment, and each environment contains several scenarios with tasks and information designed to increase our knowledge and understanding of safe behaviour and a preventive working environment culture at DTU.

The e-learning is aimed at employees, students, and visitors, and provides general onboarding and an introduction to what constitutes a sustainable working and study environment at DTU. Thus, it does not replace concrete/specific training and instruction, which is still handled locally in the university units.



DTU Health & Safety E-learning is accessed as an app on your mobile/tablet. It takes about 15-20 minutes to complete with the possibility of a break along the way. The e-learning is available in Danish and English and will be implemented at DTU in 2026.

Safe rooms at DTU

- by Mads Madsen, CAS AB

As an initiative under CAS Emergency, the current status of all safe rooms at DTU is currently being established. Safe rooms are built according to the same standards as emergency shelters, but they have not yet been prepared as emergency shelters. The municipalities are administratively responsible for the safe rooms, and inspections of the condition of the rooms are currently being carried out nationwide. Safe rooms can be used as storage rooms etc. without impairing the emergency function and provided that they can be cleared and turned into emergency shelters within a short time frame. All university units at DTU are encouraged to clean up their safe rooms, and any further questions regarding safe rooms at DTU can be directed to [Mads Madsen](#).