

Cross-organizational follow-up group on offensive behaviour at DTU

Purpose

To establish a permanent follow-up group on offensive behaviour at DTU that ensures ongoing focus throughout the organisation.

In the follow-up group, representatives from DTU's 13 contact options convene, if you as a student or employee have experienced or witnessed offensive behaviour.

The group physically meets twice a year and is encouraged to have bilateral contact during the year.

Management structure and organization

The cross-organizational follow-up group on offensive behaviour at DTU is run by Corporate HR.

DTU's management is responsible for bringing all relevant stakeholders together, and for ensuring that the follow-up group can have a dialogue about offensive behaviour across the university.

Corporate HR (head of department) and the Cooperation and Joint Consultation Committee (vice chairman) collaborate on the content of the meetings.

The group has been established by agreement with the Cooperation and Joint Consultation Committee (first meeting in June 2022). The participants are asked to state if they wish to hand over the representative role to someone else or if they stop at DTU.

Process

Two annual meetings are held.

HR will convene, facilitate, and document the dialogue in the follow-up group.

The cross-organizational follow-up group can also propose proactive initiatives that can strengthen psychological safety in the working environment at DTU.

Scope

- Does not process individual cases
- Does not have decision-making authority
- Does not have implementation responsibilities
- Does not have own financial resources.

Personnel

The cross-organizational group on offensive behaviour is manned by the following roles

HR Director—chairman

2 annual meetings

Composition

- 2 HSU-B (selected by HSU)
- 2 KAMU-B (selected by KAMU)
- 1 Psychologist (appointed by HR)
- 1 HR lawyer (appointed by HR)
- 1 HR Working environment (appointed by HR)
- 1 CAS Working environment (appointed by CAS)
- 1 AMK (appointed by AMK)
- 1 Priest (appointed by AUS)
- 1 Office for Study Programmes and Student Affairs (selected by AUS)
- 2 PF (selected by PF)

Execution

The group always meets in Q1 and Q3, and the elected representatives are responsible for gathering knowledge about cases, trends, etc. in their own department or unit and share their experiences on offensive behaviour at DTU with the cross-organizational follow-up group.

If bilateral discussion is needed during the year, the stakeholders mentioned as contact options are encouraged to contact each other or contact Corporate HR, who will be happy to coordinate and also participate in bilateral discussions.

Documentation

The follow-up group has a Teams group with agendas and documentation of the dialogue at the meetings.

If you would like to join the Teams group, please send an email to nifo@dtu.dk

Want to know more?

Feel free to contact Nina Fog at Corporate HR (tel. 2136 3004)