

# DTU does not accept offensive behaviour

Overview of often used contact points if you have experienced offensive behaviour

**TALK ABOUT IT**

**Do you want your experience to be investigated?**

**No,**  
but I would like to have an informal dialogue with an employee representative

Union representative



Occupational health and safety representative



DTU's psychological counseling



**Yes,**  
and I prefer a dialogue with a management representative  
(and I know that a formal investigation is being launched)

Your leader

Leaders leader

HR-partner



**Investigation means**

- Confidentiality about the people involved
- Information about the extent to which the experience is being investigated
- Notification when the investigation is complete

**Look at DTU Inside for more info and contact points**





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Stakeholders	Who do you meet?	What is the purpose of your inquiry?	What happens when you go where?	Who will know about your inquiry?
<b>Union representative and Work environment</b>	<p>Employee representatives.</p> <p>Elected by employees to handle the interests of their colleagues (both physical and psychological working environment).</p>	<p>If you want a dialogue with an employee representative.</p> <p>The employee representative will listen and knows about your options at DTU.</p>	<p>Here you can talk about your experience with an employee representative and get advice on your options in the DTU system.</p> <p>Your inquiry will not in itself trigger any form of action.</p>	<p>It is a confidential space.</p> <p>Together, you can have a dialogue about who you want to know about your inquiry and how you want to proceed.</p>
<b>Psychological counselling</b>	<p>A DTU-employed psychologist.</p> <p>All employees (including PhD students) will have a space where they can talk about work-related challenges with well-being.</p>	<p>If you want a professional dialogue about your experience.</p> <p>Your inquiry will not in itself trigger any form of action.</p>	<p>Here you can talk about your experience with a professional.</p> <p>Together, you can discuss how best to process your experience.</p>	<p>It is a confidential space.</p> <p>All psychologists are legally bound by a special duty of confidentiality.</p> <p>In your dialog with the psychologist, you can talk about how you want to communicate about your experience moving forward.</p>
<b>Your leader, leader's leader or HR partner</b>	<p>Management representatives.</p> <p>Responsible for the working environment.</p> <p>You can always contact your leader. If you are not comfortable with that, you can contact your leader's leader or your unit's HR partner.</p>	<p>If you want a dialogue with a management representative.</p> <p>The management representative will listen and knows about your options at DTU.</p>	<p>Here you can talk about your experience with a management representative.</p> <p>Your inquiry will mean that DTU investigates your experience.</p> <p>DTU is a government workplace and thus has an obligation to investigate the matter. This obligation also applies to inquiries to HR.</p>	<p>Your inquiry cannot be treated anonymously, but confidentiality and respect will be shown to all people involved.</p> <p>You will be informed of the extent to which HR is investigating the matter.</p> <p>You will be informed when the investigation is completed.</p> <p>afsluttet.</p>