



**LUNDS**  
UNIVERSITET

Lund, 5 October 2018

**Department of Astronomy and  
Theoretical Physics**

### **About the work and study environment at the Department of Astronomy and Theoretical Physics**

This document aims to highlight the importance of a positive work and study environment at the Department of Astronomy and Theoretical Physics. It is handed out to all students, new employees and long-term guests. The purpose is to increase the quality of our work environment in research and education.

***Within Lund University there is zero tolerance of sexual harassment, discrimination, discriminatory harassment and bullying.***

Under the link <http://dev.thep.lu.se/prefektWiki/wiki/HMS> you find the policies of the University and the Department regarding work environment. Please read these! If you have questions, or if something is unclear, ask your Head of Department, supervisor, teacher or the Department's safety representatives.

*As a student, PhD student, staff, or guest at our Department you have the right to be respectfully treated by others. This right holds regardless of your gender, transgender identity or expression, ethnicity, disability, sexual orientation, age, religion or other beliefs.*

*As a student, PhD student, staff, or a guest at our Department you are obliged to treat others with respect. This obligation holds regardless of their gender, transgender identity or expression, ethnicity, disability, sexual orientation, age, religion or other beliefs.*

You are also obliged to help ensure that the policies of the University are realized and that respect, tolerance and consideration reside within our Department.

Lund University is a place for intellectual exchange and discussions on all issues are welcome! But all scientific and other discussions must be held in a spirit of mutual respect.

If you become aware of any cases of sexual harassment, discrimination, discriminatory harassment or bullying, you should immediately inform about this to the Head of Department, or to the safety representatives of the Department (Hampus Nilsson and Tobias Ambjörnsson), or to human resources personnel at the Faculty of Science (Ragnhild Möller). Students can also contact the Science Student Union (LUNA) or the Student Ombudsman. PhD students can also contact the Doctoral Student Ombudsman.

The Head of Department is responsible for investigating all reports of bad work environment. The purpose of such an investigation is to get an overview of what has happened and to make aware of and change unwanted behaviour – but severe cases will be reported to Lund University centrally or other authorities and may lead to disciplinary measures

*Anders Johansen*

Professor Anders Johansen  
Head of Department of Astronomy and Theoretical Physics