

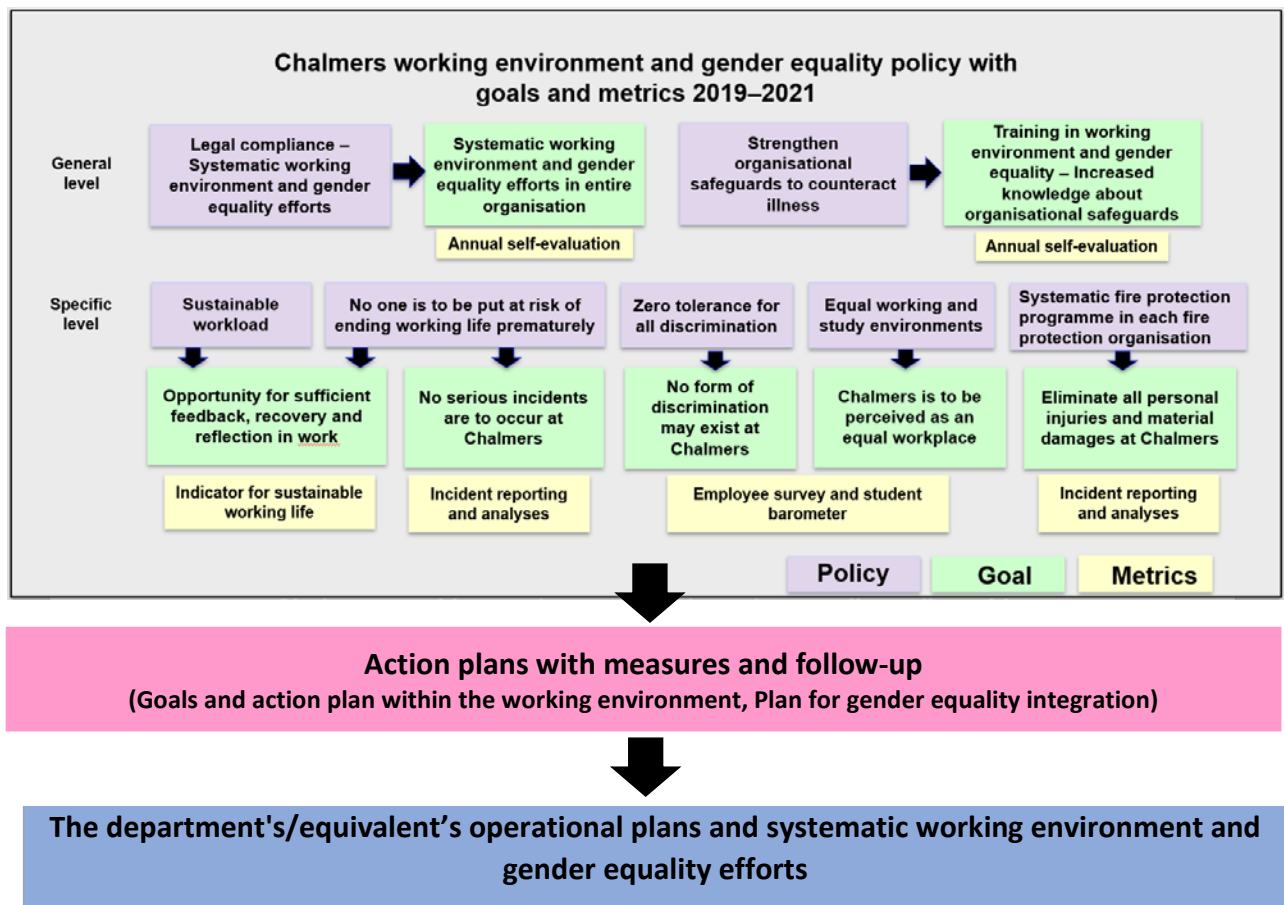
Chalmers’ working environment and gender equality policy with goals and metrics, 2019–2021

The working environment and gender equality efforts at Chalmers are the foundations for a sustainable working life for Chalmers students and employees.

This policy has been developed in collaboration with operations at Chalmers based on our common needs and challenges and the current research within the field. It consists of guiding components on two levels: a general level that describes the work method applied within the working environment and gender equality efforts at Chalmers and a specific level that describes priority areas to work on. The policy is supplemented with measurable goals that are broken down within our daily activities.

To ensure that all goals are followed up and attained, the necessary measures are listed, including background information connected with the goals in two separate action plans.

The diagram below shows what Chalmers’ working environment and gender equality policies focus on and the associated goals and tools for following up on them.



General level ((G) – work method within working environment and gender equality at Chalmers

Policy: Chalmers complies with laws and regulations and has a systematic working environment and gender equality effort that is integrated in all parts of the Chalmers organisation

- ***Goal G1: All departments/equivalents are to systematically examine, assess risk, correct and document their activities based on working environment and gender equality aspects***
- *Metrics: Follow-up occurs in connection with the annual follow-up meetings on working environment and gender equality*

Policy: Chalmers' efforts to promote and preventive issues within the working environment and gender equality are to focus on strengthening the organisational barriers (culture, working methods, procedures, etc.) in the organisation to prevent illness and inequality

- ***Goal G2: All managers and leaders are to have sufficient training in working environment and gender equality issues to be able to effectively and appropriately drive work in strengthening the organisational safeguards that help prevent illness and gender inequality***
- *Metrics: Follow-up occurs in connection with the annual follow-up meetings on working environment and gender equality*

Specific level (S) – priority areas within Chalmers’ working environment and gender equality efforts

Policy: Chalmers ensures a sustainable workload that is characterised by sufficient feedback on completed tasks and the opportunity for sufficient recovery and reflection for students and employees

- ***Goal S1: Students and employees are to have the opportunity for sufficient recovery and reflection in their work (performance indicator I3:1 in Priority Operational Development [POD])***
- ***Goal S2: Students and employees are to have the opportunity for sufficient feedback on completed tasks***
- *Metrics: Follow-up occurs in connection with the review and analysis of the results from the annual employee survey and student barometer*

Policy: Chalmers has a physical, organisational and social working environment that does not put employees or students at risk of ending their working lives prematurely

- ***Goal S1: Students and employees are to have the opportunity for sufficient recovery and reflection in their work (performance indicator I3:1 in Priority Operational Development [POD])***
- ***Goal S2: Students and employees are to have the opportunity for sufficient feedback on completed tasks***
- ***Goal S3: No serious accidents or serious incidents are to occur at Chalmers***
- *Metrics: Follow-up occurs in connection with the review and analysis of the results from the annual employee survey and student barometer (S1–S2) and annual statistics from Chalmers’ Incident Management System (S3)*

Policy: At Chalmers there is zero tolerance for discrimination, sexual harassment and workplace bullying

- ***Goal S4: No form of discrimination, harassment or workplace bullying is to occur at Chalmers***
- *Metrics: Follow-up occurs in connection with the review and analysis of the results from the annual employee survey and student barometer*

Policy: Chalmers has an equal working and study environment characterised by the core values of quality, openness, participation, respect and diversity

- ***Goal S5: Chalmers is to be perceived as an equal workplace devoid of grounds for discrimination (performance indicator I1:1 in POD)***
- *Metrics: Follow-up occurs in connection with the review and analysis of the results from the annual employee survey and student barometer*

Policy: Chalmers has a systematic fire protection programme aimed at eliminating all personal and material damages

- ***Goal S6: No serious fire-related accidents or serious incidents are to occur at Chalmers***
- *Metrics: Follow-up occurs in connection with the review and analysis of annual statistics from Chalmers' Incident Management System*