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Aalborg University's Occupational Health and Safety Policy

Aalborg University's Occupational Health and Safety Policy describes the overall framework for all activities at AAU that aim to create a safe and healthy working environment as a foundation for an attractive workplace.

Aim

AAU aims to strengthen well-being and have a healthy working environment, in which individuals can develop with the support of the university community, as AAU recognizes that a safe, secure and healthy educational and working environment are mutually essential prerequisites. The occupational health and safety initiative focuses on *preventive* measures, *responsive* actions and on the implementation of *evolving* elements that can contribute to creating the best possible framework and structures for a sustainable work life, taking into account different living and working conditions and with respect for diversity. A sustainable working environment focuses on strengthening the development of staff members, managers, the organization as a whole and the work community in particular.

A good working environment in terms of organizational, social, physical and chemical-biological aspects is a prerequisite for the development and productivity of the university as well as for staff well-being and motivation, and for optimal use of the university's resources.

Target group

Aalborg University's Occupational Health and Safety (OHS) policy applies to all staff members irrespective of their employment conditions and job functions.

Furthermore, the policy also applies to students as far as matters of importance to the study environment are concerned.

Responsibility and roles



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The management is responsible for ensuring and developing a good working environment, and this is an integral part of AAU's code of governance, organization and working relations. The university's rector has overall responsibility for the working environment at AAU, but managers at all levels are responsible for the working environment in their area.

AAU involves the occupational health and safety organization and its representatives in all decision-making processes that have an impact on the working environment, from the planning of the process to its completion. AAU seeks to involve students when the occupational health and safety organization deals with matters of importance to the study environment.

The occupational health and safety organization works in a preventive and developmental and must be a visible and accessible organization where staff can direct questions, issues and suggestions that are important to the working environment.

The Working Environment Section (WES) aims to support all parts of the occupational health and safety organization with advice and guidance, with maintenance and support of the occupational health and safety organization, as well as with any relationship with the Danish Working Environment Authority.

The university uses a workplace assessment concept where dialogue provides the framework for the work on occupational health and safety.

Basis

A number of rules, procedures and best practices support and direct the interpretation and implementation of Aalborg University's OHS throughout the organization. The OHS policy supports the university's statutes, strategy, equality and diversity policy, and staff policy concerning health and safety at Aalborg University.

The OHS policy serves as the basis for the work of the occupational health and safety organization in all aspects of the university: in the structuring and organization of work, in the design and development of the workplace, as well as in the preparation of action plans and the general management of the working environment.

Validity

The occupational health and safety policy was adopted by the Main Occupational Health and Safety Committee on 11 October 2021. The occupational health and safety policy must be evaluated when needed and no later than by the end of 2024. AAU's WES is responsible for this policy and will be available to answer any questions concerning the policy.