



FACULTY OF SOCIAL
SCIENCES

Written reprimand

01/06/2018

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Faculty of Social Sciences

Misconduct - clarification of obligations

This is a reminder of the contents of your employment relationship with Lund University.

In an employment relationship, both you as an employee and the employer have obligations as well as rights in relation to each other. In order for the employment relationship to be maintained, it is necessary for the parties to mutually meet their obligations. In addition, it is understood that certain behaviour is unacceptable.

The obligations of an employee include:

- Following the laws, regulations and procedures that apply at Lund University
- Following the university's value base in full, as expressed in the Lund University's Strategic Plan, 2017-2026
- Contributing to a positive working environment in accordance with the obligations set out in the working environment legislation
- Acting properly and professionally with respect to staff and students

One student and one co-worker have each made a complaint to the employer that they have been subjected to harassment/sexual harassment by you. In addition, one co-worker has felt that you threatened the person concerned. The employer has investigated the events and as a result has determined that you made threat to a co-worker, harassed a co-worker and subjected a student to offensive treatment. You also acted in breach of prohibition against reprisals in the law against discrimination by indirectly threatening both the student and a co-worker with reprisals for the events. The employer takes a very serious view of what has happened, particular with regard to the professional role you are expected to adopt and to adhere to in relation to the victims, and that you have breached the above obligations by:

- repeatedly acting in an inappropriate way and subjecting co-workers and student to harassment. This action has had negative consequences for the activities, co-workers, students and the working environment at CMES
- repeatedly acting in an inappropriate way in relation to students in a position of dependence by demanding to interact with them in contexts that are outside the work tasks and the job role that may be considered normal for a lecturer
- by having made a threat of reprisals against co-workers, you have committed a crime against the prohibition against reprisals in the law against discrimination.

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From now on, you must:

- Follow the laws, regulations and procedures that apply within Lund University
- Contribute to a good working environment by treating other co-workers and students in a way that is not offensive or harassing
- Act in a professional manner in relation to employers, co-workers and students
- We must also remind you that you must not carry out or make threats about reprisals in relation to the persons who have made complaints against you for harassment/discrimination.

The employer expects a positive change in your actions. The purpose of this written reprimand is to remind you of your obligations and to clarify them in the event that there has been a lack of clarity or inadequate information. You are advised to ensure that your behaviour changes to comply with this reminder.

A written reprimand is not a punishment or disciplinary measure. You are reminded that repeated breaches of the employment relationship in the future could lead to the termination of your employment.

[signature]

Christofer Edling
Dean of the Faculty of Social Sciences

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