



**STOCKHOLM INTERNATIONAL
PEACE RESEARCH INSTITUTE**

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Work Environment Policy

This policy establishes SIPRI's principles as regards its work environment¹, and forms the basis for the common approach that characterizes the promotion of a healthy and safe work environment at the institute. In addition to this overarching policy, there are separate policies that cover specific work environment related matters.

All staff members cooperate to create a healthy and safe organisational, social, psychological and physical work environment and actively contribute to an inclusive and inspiring work environment, where everyone, regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age, amongst others, enjoy equal rights and opportunities. The workplace shall thus be characterized by openness and zero tolerance for discrimination, harassment, sexual harassment or victimization².

The Director is, in accordance with the Work Environment Act (1977:1160), ultimately responsible for ensuring that the rules of the Work Environment Act and the Discrimination Act are followed. In order to ensure this, the Director has delegated tasks relating to the work environment to the Director of Studies/Department Director, who in turn have further allocated tasks to line managers.

All staff members have an obligation to comply with the laws and regulations that exist in the area of work environment and discrimination, as well as to comply with the policies, rules and guidelines that SIPRI has decided on.

SIPRI's work environment-related policies and procedures serve to prevent work-induced ill health or injury. Work environment considerations are integrated into day-to-day operations, and the work environment must always be taken into account when making decisions.

¹ The term work environment in this case refers to both physical as well as organizational and social work environment

² Victimization (Kränkande särbehandling) – acts that are directed at one or more employees in an offensive manner and that can lead to ill health or ostracism from the workplace community (AFS 2015:4).



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Measures to maintain a good work environment include:

- Efforts to promote and maintain a healthy and safe work environment are carried out in cooperation between management and staff members, including safety and union representatives,
- Managers have/receive the right training, resources and authority to be able to promote a good and safe work environment. There is clear and visible leadership with respect and care for each employee,
- All employees receive the introduction and training they need to be able to work in a way that is safe and healthy,
- In the event of change in organisation or other changes to the physical, organisational and social working environment, management will, together with the safety representative, carry out a risk assessment to evaluate any risks in order to ensure that a safe and secure workplace is maintained.
- Senior management is responsible for carrying out an annual follow-up of the work environment work. The follow-up will be done in cooperation with staff representatives.
- Reported and suspected acts of discrimination or victimization are investigated and acted upon as appropriate according to established procedures listed in the related policies,
- SIPRI's broad diversity is one of its core strengths. Maintaining diversity is a strategic goal. We are mindful of the importance of fostering a work environment that respects each other's different backgrounds, perspectives, values and opinions.