



Erik Eliasson, Chalmers: "To succeed in helping more, we must have the right routines in place"

To secure the working environment and safety for both employees and students, Chalmers University of Technology is now deepening its collaboration with Change Collective. For Erik Eliasson, the security coordinator, it is a given to take the issue seriously. - We do this because it's the right thing to do - and something we must do to secure the working environment for students and employees.

About six years ago, Chalmers University of Technology initiated its collaboration with Change Collective. At that time, it was about lectures on domestic violence for staff and students. Now they have deepened the collaboration to take a holistic approach and be able to systematize the handling of situations that arise. Erik Eliasson is the security coordinator at Chalmers and works with all issues related to protecting employees and students from harm.

-Domestic violence leads to you feeling unsafe at your workplace. It's both a security problem and a working environment problem. In my role, I devote myself to protective measures such as panic buttons, guards, routines for safe movement, changing offices, and hiding personal information on the web, says Erik Eliasson.

Aiming to reach both employees and students

Together with Change Collective, Chalmers is now working on developing a policy document and checklists for how to handle situations where employees are affected by more complicated cases of domestic violence. At the same time, they also want to raise the level of knowledge about the area throughout the organization.

-We become better both at detecting and at managing situations that arise. As an employer, it is our responsibility, says Erik.

Chalmers is a large employer with about 3,000 employees. They also have around 11,000 students, and they are also an important target group to reach with the new routines.

I myself see the students as something of a risk group. Many of them have just moved away from home for the first time and may be on their way into their life's first

relationship. Then you do not have as good an idea of what is normal or not in a love relationship, says Erik.

To reach out and be able to identify affected individuals, key individuals in the organization who have contact with staff or students will be further educated and strengthened. This could involve study counselors, work environment representatives, managers, HR partners, program managers, heads of department, and division managers.

A given to help

The reason why Chalmers chooses to invest in preventing and helping with domestic violence is simple:

- We do this because it's the right thing to do - and something we must do to secure the working environment for students and employees. Chalmers is an employer and a university that takes seriously how our students and employees feel. With this work, we hope to be able to help more, and to succeed with that, we must have the right routines in place, says Erik.

Would you recommend more universities and workplaces to initiate a collaboration with Change Collective?

- Yes, the collaboration has worked well and we have received very good help in both handling difficult cases and informing about the issues. I think it is very important that workplaces really start working with this issue