

# Offensive or abusive behaviour at Aalborg University

## Guidelines for dealing with students experiencing offensive or abusive behaviour at Aalborg University

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### Content

#### **Zero tolerance policy to offensive and abusive behaviour at AAU**

Positive study and working environments require a culture defined by respectful behaviour and communication. In accordance with Danish legislation and Aalborg University policies, all students and staff are expected not to engage in any form of bullying, harassment, differential treatment, discrimination, threatened or actual violence. Aalborg University takes a zero tolerance approach to offensive and abusive behaviour.

AAU's students and staff have a shared responsibility for acknowledging and promoting a culture based on respectful and inclusive behaviour. Therefore, AAU staff and students must always be attentive to bullying, harassment, discrimination, threatening, offensive or abusive behaviour and physical violence.

All AAU staff and students are expected to take action if they learn about or witness offensive or abusive behaviour. Students and staff have the right to protect themselves against actions or statements which they perceive to be offensive.

#### **Who can students reach out to when they experience offensive or abusive behaviour?**

If students become victims of or witness offensive or abusive behaviour, they may contact AAU Student Guidance:

##### **AAU Student Guidance**

Telephone: (+45) 99 40 94 40 (Monday-Friday between 12:00 to 15:00)

Email: [studentguidance@aau.dk](mailto:studentguidance@aau.dk)

Web: <https://www.en.aau.dk/education/student-guidance>

If they feel more comfortable doing so, students are encouraged to contact a staff member affiliated with their degree programme or department. Staff members who are contacted by students in relation to offensive and abusive behaviour must ensure that such matters are properly addressed. AAU Student Guidance can offer advice and assistance on how to handle specific cases; please refer to the contact details provided above.

AAU Student Guidance takes enquiries relating to offensive and abusive behaviour very seriously, and the service provided to students is confidential.

If students need to discuss and process their experience, they are encouraged to contact the University chaplains, the Student Counselling Service, Headspace or Den Sociale Skadestue [the Social Emergency Centre].

## **Origin, background and history**

These guidelines have been prepared on the basis of input received from AAU's Study Environment Council in the spring/summer of 2018.

## **Purpose and delimitation**

These guidelines describe AAU's zero tolerance policy to offensive and abusive behaviour at the University and provide information on who students may contact if they become victims of or witness offensive and abusive behaviour.

Employees who experience abusive behavior are referred to "[Offensive actions to employees](#)".

## **Overall framework**

None.

## **Contact and responsibility**

Strategy and Quality in Study Service is responsible for these guidelines. Strategy and Quality may be contacted at [kvalitet@adm.aau.dk](mailto:kvalitet@adm.aau.dk).

## **Concept definitions**

None

# **Attachment**

None