PhD support needed?
We've got your back.

Experiencing **discrimination or harassment**?

- Talk to our **local HR** (Anna-Sara Östman anna-sara.ostman@aces.su.se)
- Talk to the **Student Union's Ombud**: external and neutral, can help guide you on further steps
- Reach out to **Lika Villkor**, SU's Equal Opportunity team: can assess your case and potentially escalate it to SU's central HR
- Use **SU's whistleblowing system**: run by an external organization and can be used anonymously

Not sure if it was harassment? Talk to them and get an external perspective!

Problems with your **supervisor**?

- Talk to your **manager:** check with HR who this is in case you don't know
- Talk to our **Director of Studies** (Ann Kristin Eriksson annkristin.eriksson@aces.su.se)
- Talk to our **local HR** (Anna-Sara Östman anna-sara.ostman@aces.su.se)
- Talk to the **Student Union's Ombud**: can provide guidance and join meetings
- Talk to your **PhD mentor or colleagues**: you have the right to bring a PhD colleague to your meetings

Though trying to resolve the problems with your supervisor is usually the first step, **you have the right to request a change of supervisor.**

All of these systems are confidential. Your story will not be shared unless you want it to be.

Struggling with **mental health**?

- **Free counseling sessions**: through Avonova, our occupational health care, you have the right to three free sessions per year. If needed, more sessions can be arranged in dialogue with HR.
- Going on **leave** for your mental health? You have the right to a clear return-to-work plan that allows you to start again slowly.

Other **employment-related problems**?

- Talk to our **local HR** (Anna-Sara Östman anna-sara.ostman@aces.su.se)
- Talk to your **labour union representative or their helpline**: can give legal advice and provide support
  - Saco: saco@saco.su.se or SULF: radgivning@sulf.se
  - ST: st@st.su.se or stdirekt@st.org

Find the digital version with all links here.

Department of Environmental Science

Put together by Centrala Doktorandrådet (CDR), the local PhD council & HR, with support of SUS. 11/2025

For questions or feedback: PhD@aces.su.se