

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



Department of
Environmental Science

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Find the digital version with all links here.

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