Working Environment Values and Resources

Useful things to know about as an employee at the Department of Geosciences (IG)

Our core values

- Honesty, transparency, responsibility, and accountability
- Inclusive, diverse, and multicultural work environment
- Respectful and clear communication
- "TEAM" – Together Everyone Achieves More

UiT resources

- **Employee Handbook** – Information about routines, rules and obligations.
- **HSE Manual** – Health, Safety, and Environment (HSE) and emergency preparedness (e.g., guidelines and routines, training, risk assessment).
- **GReAT new employee handbook** – Geoscience Research Academy of Tromsø (GReAT) guide, briefly introducing life and work in Tromsø.
- **HEMIS** – Occupational health services at UiT (e.g., psychologists, physiotherapists, up to 5 hours per employee/case).
- **Safety Representative** (NO: *Verneombud*) – Assists in preventative HSE work and act as a mediator between the employees and the employer.
- **Speak up** – Information about harassment, UiT reporting guidelines, and contact information if you need someone to talk to or want to report.
- **Research ethics** – Online portal with links to resources and guidelines for researchers at UiT and in Norway.

Groups and unions

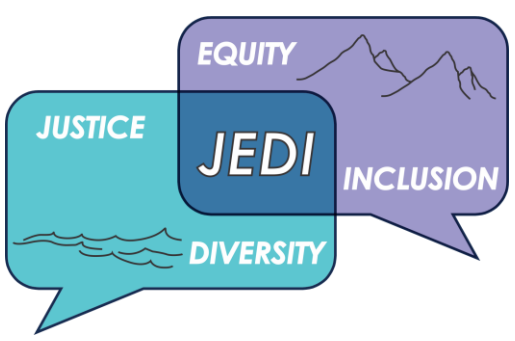
- Trade unions can support salary and contract negotiations and provide member benefits (e.g., insurances, legal services, and access to courses).
- There is a list of relevant **unions, organizations and social interest groups at UiT** on the UiT website.

External resources

- **Working Environment Act** – The basic law for working life in Norway (regulations on e.g., work environment, job security, working hours).
- **The Norwegian Labour inspection authority** – Relevant information for everyone working in Norway (e.g., your rights and obligations).
- **Sikresiden.no** – Online preventive training and advice on what to do in different kinds of emergencies.
- **Equality and Anti-Discrimination Ombud** – Free guidance in matters relating to discrimination and harassment. You can be anonymous.

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What is JEDI? We are a group of Early-Career Professionals working to raise awareness and share information on JEDI-related topics at IG.



Find links to all listed resources and more information at **en.uit.no/project/jedi_ig/workingenvironmentatig**, or follow the QR code. Version 1, April 7, 2025.