

Guidance for an LiU environment characterised by consideration for persons with allergies

Introduction

Linköping University defends everyone's right to a good work and study environment that allows them to perform to the best of their ability. The performance of people with allergies may be limited when they inhale different allergens that others consume, exhale, wear or carry with them, such as tobacco smoke, nuts, perfumes, animal fur, citrus, legumes, etc. (*this does not refer to hazardous and sometimes allergenic substances the handling of which is monitored by specialists in environment, safety and work environment*). It is important to deal with this as seriously and respectfully as possible. After all, there are circumstances that make it impossible to completely ban the substances mentioned.

Aggravating circumstances of a prohibition

LiU consists to a great extent of an open environment, where not only employees and students come in and out, but also visitors and passers-by. This means that LiU can never guarantee an environment completely free of allergens. Promising such an environment and formulating general bans for the indicated substances is also made more difficult by the fact that:

- 1) these substances are not prohibited by law
- 2) any prohibition must be followed by monitoring and sanctions, which are not prescribed by law and which are difficult to implement in practice
- 3) LiU consists of four campuses, with complex ownership structures in terms of buildings, premises and land.

Guidance

Information in individual cases

In order to create an environment characterised by consideration for persons with allergies, students and employees of the four LiU campuses shall show respect for colleagues who inform them of having allergies. Any student or employee who suffers from allergies that can be affected by the behaviours of others is responsible for informing their colleagues of this. Students should primarily contact a programme or course coordinator to discuss the scope of the problem as well as in which circumstances and to which persons a request can be made to avoid allergens. The information should also contain recommendations regarding what constitutes an allergen and what to do in the event of anaphylaxis. Employees with allergies inform their superior in the same way.

Medication

Students and employees with allergies are always responsible for having the necessary medication on hand.

Signs

Signs *prohibiting* allergens will not be posted (other than the current signs relating to the smoking ban, see below). Signs *asking* readers to refrain from certain allergens should also be avoided to the greatest extent possible. If, in an individual case, an assessment is made that the allergy is so severe and easily triggered that signs asking people to avoid the allergen could be helpful, the HR-specialist for work-environment or Equal Opportunities shall be contacted. However, it must always be clear to the person with the allergy that LiU *cannot* guarantee an environment completely free from the allergen, even with signs.

Smoking next to ash trays, smoking areas and e-cigarettes

When it comes to tobacco smoke, this is regulated in the Tobacco Act and in accordance with Section 8, LiU, as an employer, must ensure that no employee is subjected against their will to tobacco smoke in the premises or similar area where they are working. Smoking is therefore forbidden indoors. A review of air inlets is necessary and conducted on a continual basis. In the area around the university hospital in Linköping, and thereby Campus US, there is currently a complete smoking ban. This ban is not linked to any sanctions, but handled through an approach where people smoking in the area are not rebuked but instead “directed towards” the ashtrays and smoking areas placed along the outskirts of the smoke-free area. At Campus Valla and Lidingö, smoking is forbidden within 15 metres of the entrances. LiU’s approach to e-cigarettes is the same as to regular cigarettes, i.e. it is forbidden to smoke them inside, by the entrances and in the atriums. LiU does not want students or employees to have to determine which type of smoke is being exhaled. Nor may it entail a risk of unnecessarily setting off a fire alarm, which would lead to undue costs for LiU. Campus Norrköping is on municipal land, and LiU has no control over it.

General information and request

When employees and students issue invitations for events in the name of LiU, the invitation should include an appeal to show consideration for people with allergies, for example *Please show consideration for those with allergies and remember that strong scents and certain foods, such as peanuts, may trigger serious allergic reactions*. Regular information initiatives, for example on the LiU website/newsletter and monitors will be used for this policy. Part of Campus Security’s task involves making rounds and direct people smoking next to the LiU buildings and entrances to the provided ash trays and smoking areas. All employees and students can help in giving these types of directions. Measures will be taken to ensure that restaurants, shops and machines offer food that is free of nuts wherever possible.

This guidance is produced by the HR-department, the HR-director has the overall responsibility.