

Well-being at work best practices in Unite!

An inventory of actions towards well-being of staff

by Cm.6 - Professional development and training - Oct 2024

Introduction

Unite! is the European University Alliance your institution is part of, along with 8 other European universities. Together, we work across a vast part of Europe, from Finland and Sweden to Spain, Italy and Portugal, from France to Poland, Germany and Austria. Together, we are imagining and building tomorrow's European university. We work on many aspects, and as an alliance, we strongly focus on the engagement and the well-being of all of our colleagues, whether they are faculty or staff.

The concept of well-being at work may vary depending on your university, the country you work in, and the local context. As a result, a wide range of actions aimed at improving the quality of work life for both faculty and staff exists across our alliance.

This guide, prepared by Unite! Community 6 - Professional Development and Training, is designed to facilitate the exchange of best practices between the 9 universities that form the Alliance. It outlines, by theme, all flagship and major actions that are implemented locally to improve the work experience of the employees.

With this document, we hope that you, Human Resources departments, well-being specialists, managers, and others will find inspiration to implement new actions. We also very much hope that this serves as a starting point for a meaningful dialogue and real exchanges on this topic between our 9 universities, allowing us to share best practices across borders and improve existing initiatives by learning from diverse perspectives.

Note to the reader: In this document, 'faculty and staff' refers to all employees of a university, whether they are teachers, professors, researchers, or administrative and technical staff.

Why care about the well-being at work of faculty and staff?

European higher education institutions have a duty to comply with legislation on health and working conditions. Beyond this legal framework, they must also promote the attractiveness and stability of talent, as well as support the development of productivity.

As employers, they have an ethical responsibility to implement actions that promote quality of life at work for all staff, fostering caring organisations that encourage collaboration and innovative approaches.

In this context, the Unite! alliance provides an excellent opportunity for the 9 partner institutions to share best practices in the areas of quality of life and working conditions, which requires definitions to be established and shared.

What is well-being at work ?

According to the World Health Organisation,¹ the definition of a healthy workplace is the one where workers and managers collaborate through a continual improvement process to protect and promote the health, safety and well-being of all employees, while ensuring the sustainability of the workplace. This is achieved by considering the following, based on identified needs:

- health and safety concerns in the physical work environment;
- health, safety and well-being concerns in the psychosocial work environment, including organisation of work and workplace culture;
- personal health resources in the workplace; and
- ways of engaging with the community to improve the health of employees, their families and other members of the community.

¹ Healthy workplaces: a model for action. https://iris.who.int/bitstream/handle/10665/44307/9789241599313_eng.pdf

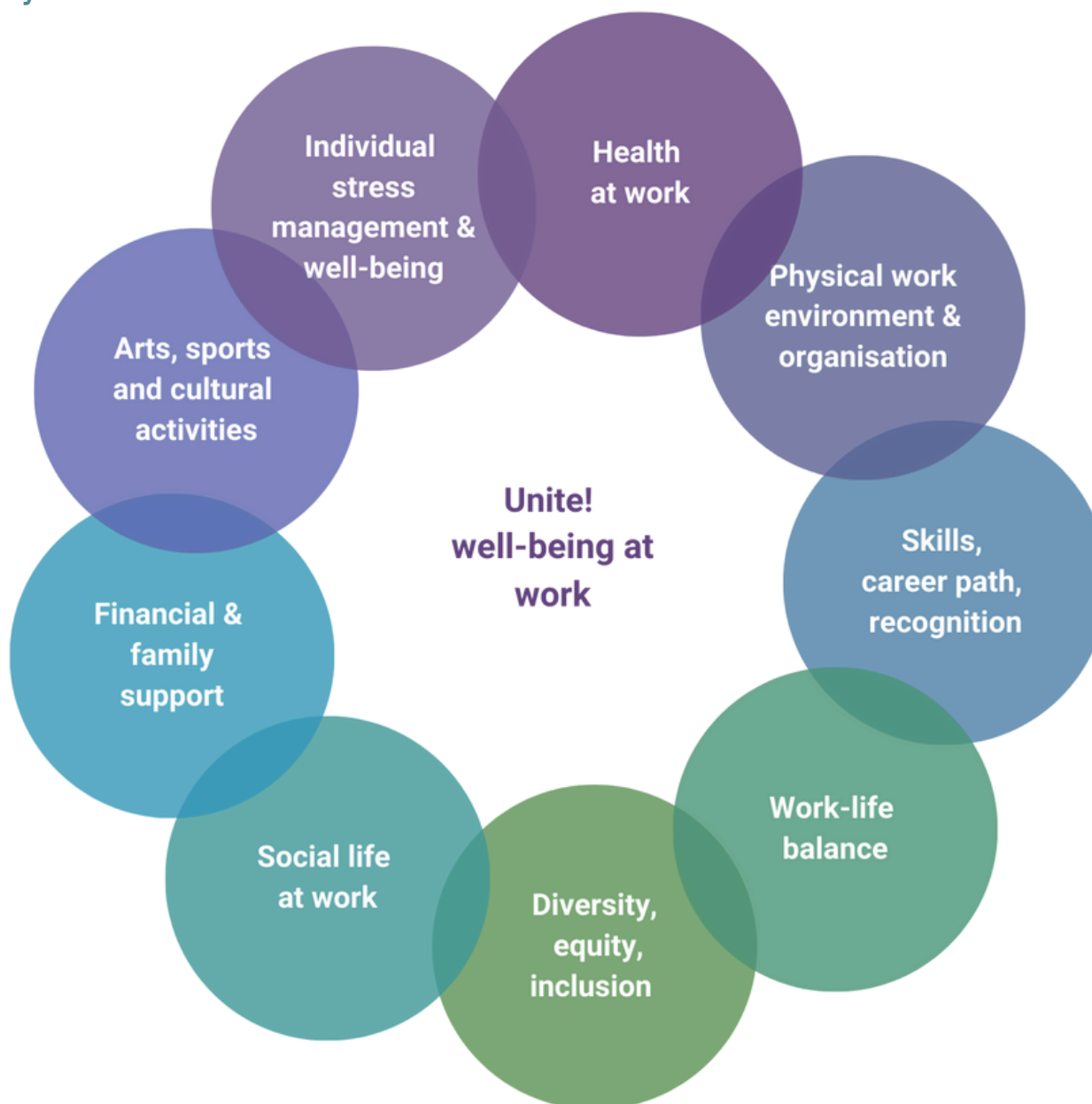
Well-being at work: a definition by Unite!

It is often said that an image is worth a thousand words, which is why the definition of well-being at work agreed upon by the Unite! partners is depicted as a flower, rather than a lengthy description.

In the graphic beside, all the inventoried actions are grouped into 9 distinct themes, each represented by a petal of the flower. These themes are obviously all interconnected.

Contact

Should you want any additional details about the actions, get in touch with the colleagues who have set them up, or if you have any question, please contact Unite! Cm.6 well-being team by email: unite-staffdev@grenoble-inp.fr



Health at work

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- Physical and psychological safety and awareness
- Promotion of healthy behaviour/life-style
- Health care facilities and staff/helpers

Physical work environment and organisation

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- Comfortable buildings, equipment, etc.
- Easy integration for newcomers
- Work organisations allowing autonomy and expression of ideas

Skills, career path, recognition

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- Chosen professional development and training
- Career guidance and coaching
- Recognition of work done through salary, career, etc.
- Collaborative work culture

Work-life balance

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- Remote office flexibility
- Working hours flexibility and adjustments

Diversity, equity, inclusion (DEI)

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- Gender and ethnic based equality

- Disabilities inclusion

- Prevention and support against sexist and sexual harassment

Social life at work

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- Sense of community / belonging
- Opportunities to meet colleagues and build relations
- support for collective work

Financial and family support

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- Access to free/reduced fee benefits
- Personal and family services
- Financial support

Arts, sports and cultural activities

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- Sports facilities, courses and events
- Access to culture
- Cultural Leisure

Individual stress-management and well-being

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- Relaxing physical activities
- Stress management coaching, counselling and training
- Self-leadership

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Centre for Psychological Consultation and Mediation: Psychological support	Psychological support and mediation (started in 2020) for various issues and conflicts, along with assistance in designing methods for effective work with students with special needs. The psychologists are familiar with the academic environment and its specific challenges. They offer quick responses and guidance during crises or conflicts.	Students, faculty and staff	Wroclaw Tech	https://ddo.pwr.edu.pl/dla-pracownikow/centrum-konsultacji-psychologicznych	
Counselling Service	The Counselling Service (Spazio di Ascolto) offers free psychological support to all students and university staff. Started in 2018, it is available to the student community and staff of the Politecnico, aimed at individuals experiencing psychological distress. For the student community, this may involve issues related to their university experience, such as anxiety, lack of motivation, relational difficulties, or difficulties in concentrating or organising time and study. For TAB (technical-administrative staff), teaching, research, and fellowship staff, the service helps them become aware of and understand their emotional experiences in relation to their work, addressing any challenges that may arise and exploring possible solutions. Listening, counselling, and support are offered in complete confidentiality by staff with extensive psychological experience, in collaboration with the Department of Psychology at the University of Turin.	Students, faculty and staff	PoliTo / UniTo	https://www.polito.it/en/polito/equity-welfare-and-inclusion/welfare-and-organizational-well-being	Grenoble INP-UGA
Health check-up	KTH offers its employees regular basic health check-ups at specific intervals. An extended, age-related health check-up is available in the years employees turn 50, 55, 60, or 64. The purpose of the health check-up is to: - Map the relationship between health, work environment and lifestyle of the employees. - Motivate and inspire the participants to an increased involvement in health and work environment issues. - Motivate employees to have a healthy lifestyle. - Prepare a work environment and health report for the entire organisation with the aim of obtaining a basis for an improved work environment. These check-ups prompt reflection on lifestyle and well-being and help employees monitor their health, enabling early treatment when necessary or preventative measures to maintain their well-being.	Faculty and staff	KTH	https://intra.kth.se/en/anstallning/arbetsmiljo/foretagshalsova-rd1/halsundersokningar-1.587715	Wroclaw Tech

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Health Day	Health Day at TU Graz is a full-day event that takes place once a year since 2012. It offers a varied programme with online sessions, lectures, health measurements, and information points, such as hearing tests, eye tests, blood pressure checks, psychological support, and a 'Health Street.' Online lectures are available so that people can participate even if they are not on-site. The aim is to sensitise, educate, and raise awareness among employees about health issues.	Students, faculty and staff	TU Graz		
Health@TUDarmstadt	The health app for TU Darmstadt employees provides an overview of all available health services. TU Darmstadt offers a range of exercise and relaxation programmes, lectures, internal training courses, and health checks. The entire health network is represented in the app, including company health management, the university sports centre, personnel and organisational development, social and conflict counselling, ergonomics advice, and the company doctors.	Faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/gesundheitsmanagement/veranstaltung/gesundheits_app/gesundheits_app_standardseite.de.jsp	
Mental Health First Aid	Planned to start in November 2024, Health First Aid (MHFA) is a global, innovative programme that was developed based on the successful model of physical first aid. It was created in Australia in 2000 and has been scientifically evaluated on a regular basis ever since. MHFA is now active in 24 countries and has been honoured with many international awards, including in Australia, England and the USA.	Faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/gesundheitsmanagement/bgm/aktuelles_bgm/bgm_news_details_396736.de.jsp	
Movember	Every November since 2021, a month of lectures and events focusing on men's health takes place, open to all genders. As men's health has many aspects, the offers, which are free of charge, are aimed at all men and explicitly include cis, trans, inter, non-binary men on an equal footing. The programme especially focuses on well-being and social skills.	Faculty and staff	TU Graz		
Network of psychologists of different ULisboa schools	The possibility of creating shared connections within a university divided into 18 schools across Lisbon, each with its own realities, especially during challenging times. Started in 2020, it is an opportunity to exchange knowledge, ideas, and challenges, and to network among staff through work meetings and joint projects.	Faculty and staff	ULisboa	https://www.psicologia.ulisboa.pt/en/	

Occupational health care: Mental Chat and Mental Sparring	Mental Chat, provided by Terveystalo, is available 24/7. Mental Sparring, also offered by Terveystalo, helps personnel identify and strengthen skills to promote mental well-being. Both Mental Chat and Mental Sparring can be used anonymously, but with the employee's consent, the use of the service can be recorded in the occupational health care system.	Faculty and staff	Aalto		
Psychiatric help	Started in 2023, the initiative offers psychiatric support. For the prevention and treatment of mental health issues faced by individuals studying at Politecnico, a mental health counselling service is available through a collaboration between the Università degli Studi di Torino Neuroscience Department and Politecnico di Torino. The counselling service aims to support off-site students who require continuous therapeutic support for mental health issues, or those who need to begin a counselling pathway with a professional, including possible follow-up care.	Students, faculty and staff	PoliTo	https://www.polito.it/en/polito/equity-welfare-and-inclusion/welfare-and-organizational-well-being#par_150284	
Psychological Orientation Service (SOP)	Up to 45-minute interview sessions with a psychologist (external, but held at UPC premises or online). This service initiated in 2019 does not provide psychological or psychiatric treatment. Some of the most common reasons for consultation include adaptation issues, anxiety, social relations, learning difficulties, phobias, partner abuse, bereavement, concentration problems, depression, and family or sexual identity issues.	Students, faculty and staff	UPC	https://inclusio.upc.edu/ca/serveis/benestar-psicologic/servei-dorientacio-psicologica	
Various lectures on well-being	Various lectures on different well-being topics are offered each year since 2018, with a specific focus on a different aspect of health. These lectures aim to sensitise, educate, and raise awareness among employees regarding health issues.	Students, faculty and staff	TU Graz		Grenoble INP-UGA
Women's Health Month	Every March since 2022, a month of lectures and events focused on women's health is held, open to all genders. Topics include work-life balance (family, work, partnership) and menopause. The aim is to sensitise, educate, and raise awareness among faculty and staff about women's health issues.	Faculty and staff	TU Graz		Grenoble INP-UGA

Physical work environment and organisation

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
A building with space for individual or small team work	Created in 2018, the building features spaces for individual or small team work, a cafeteria, and an area for organising cultural events such as music performances, stand-up comedy, and book presentations. This aims to foster social and cultural interaction, promote acceptance and integration within the academic community, and develop creative skills and teamwork.	Students, faculty and staff	ULisboa	https://www.ulisboa.pt/en/info/provision-spaces	
Employee Pulse Survey	With these anonymous employees' surveys, the employer KTH and the employee organisations intend to investigate the work environment for faculty and staff in accordance with the Work Environment Act and to create an up-to-date basis for dialogue between managers, safety organisation and employees. The manager shall present the results to the group, for example at a workplace meeting (APT), and decide, together with the working group, on priority areas, as well as measures for these areas. The goal is to implement small improvements between each quarterly survey. After the next survey, the action plan can be revised if needed. HR sends out surveys with maximum 30 questions quarterly with the theme areas: Treatment and interaction / Organisation and Leadership / Physical work environment / Systematic work environment- management. Pulse surveys allow the employer to gain insights into how satisfied the employees are and what their attitudes look like in real time. It also gives the opportunity to make quick, relevant changes when necessary, or to follow up on whether any changes made have yielded results. It's also easier to detect peaks and valleys, as well as it opens up to more ongoing environment work. It is important that after each survey the results are being discussed, and that development areas are documented in action plans that are continuously followed up in the working group. It can provide valuable insight into employee opinions, engagement and well-being at the workplace. It can contribute to creating a better work environment, increase employee motivation and well-being, and promote a positive work culture.	Faculty and staff	KTH	https://intra.kth.se/en/anstallning/arbetsmiljo/medarbetarundersokning/kth-medarbetarpuls-1.1217460	Grenoble INP-UGA, Aalto, PoliTo

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Green places on the campuses: Sports facilities and places to relax; The Polinka Cable Car	The campuses feature carefully arranged and well-kept green spaces with areas to sit and relax, as well as sports facilities along the bank of the Odra River, including volleyball courts (since 2016). Polinka, a cableway, connects the Main Campus of the university with the Na Grobli Campus on the other side of the river, providing quick access between campuses and offering lovely views over the university boulevard and leisure area (since 2013). This cableway is a tourist attraction, with free access for university students and employees. The campuses are truly beautiful, a source of pride for both employees and students. They provide pleasant spots to spend breaks between classes, enjoying the sun and greenery, with sports facilities available for all.	Students, faculty and staff	Wroclaw Tech	https://pwr.edu.pl/polinka	TU Darmstadt, Aalto
More fountains, adapted and accessible	The drinking fountain network is expanding to make it more accessible to the entire university community and ensure water quality, with a greater variety of adaptable fountains. This initiative promotes the most sustainable, healthy, and economical way to drink water while reducing plastic waste (since 2022-2023).	Students, faculty and staff	UPC	https://sostenible.upc.edu/ca/recircula/sen-seplastic/manteniment-i-higienitzacio-de-les-fonts	PoliTo, TU Darmstadt
Relaxation room	The relaxation room is bright and welcoming, available to employees who need a break from everyday life. This combined first-aid and relaxation room features a cosy lounge chair and a changing table for young parents.	Faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/gesundheitsmanagement/veranstaltungen/achtsamkeit/index.de.jsp	
Workspace Furniture Showroom + Video on Workspace Ergonomics	To enhance the ergonomics of workstations, a dedicated showroom is now available for staff. It showcases various types of equipment, including office chairs, vertical mice, keyboards, footrests, and document holders. Some equipment can be borrowed for testing purposes before placing an order. Additionally, a video outlining best practices in office ergonomics has been created, and prevention assistants (local safety advocates) have been trained on these topics.	Faculty and staff	Grenoble INP-UGA		TU Darmstadt

Skills, career path, recognition

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Career Coaching & Career Stop	Career Coaching is a collaborative process in which Aalto coaches help participants develop their personal and professional potential. 'Career Stop' is a coaching programme for service personnel, supported by a trained coach, allowing individuals to reflect on their careers and thoughts. All coaches are in-house, trained, and experienced.	Faculty and staff	Aalto		TU Darmstadt, KTH
Career guidance consulting	Since 2021, the university has a specialised advisor who provides listening and advice to all staff members for various purposes, including: - Assessing their professional situation - Guiding them in developing a professional project or considering a career change - Assisting in mobility, job applications, and competition processes Depending on individual projects, the advisor can propose skill assessments, multi-day job shadowing to explore a profession, analysis of training needs, and more.	Faculty and staff	Grenoble INP-UGA		TU Darmstadt
Centre for Teaching Excellence: Promoting training and self-development	Strated in 2020, the centre focuses on the following activities: organising courses, workshops, seminars, and training for academic teachers and doctoral students at the university in the area of their didactic preparation; promoting a scientific approach to education; disseminating best practices in this field; developing and implementing a motivation system for academic staff in the area of teaching excellence; and organising conferences dedicated to teaching excellence as a platform for exchanging experiences and best practices. The training sessions are often conducted by Wrocław Tech faculty members specially trained by the centre. This promotes peer teaching, socialising among teachers, and ensures that the trainers are familiar with the institution's specific needs and those of its employees. The centre promotes a culture of educational quality and offers opportunities for self-development. It provides support to teachers and creates opportunities for social interaction.	Faculty	Wrocław Tech	https://cdd.pwr.edu.pl/o-nas	TU Darmstadt, KTH

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Dual Career Service	Promoting dual careers, a new job often means relocating to a new workplace. In many cases, partners or family members move together with the employees, but they may not be familiar with the area and often lack a local network. This is where the Dual Career Service comes in. The Dual Career Service at TU Darmstadt is an advisory centre and point of contact for partners of newly appointed professors who are also relocating when they change jobs. The service offers support in all aspects of the job search and assists with the return to work.	Faculty and staff	TU Darmstadt	https://www.intern.tu-darmstadt.de/verwaltung/dez_vii/personal_und_organisationsentwicklung/dual_career_poe/index.de.jsp	
Mentorship Programme	A mentorship programme for all staff members pairs mentors and mentees, formed in the first quarter of the year. They begin their mentoring relationship in December and continue throughout the year with regular meetings. In addition to exclusive workshops for programme members, the year includes opportunities for exchanges and open conferences for all staff, aimed at enhancing skills through knowledge transmission, expanding networks, and gaining insights on various topics. This institution-led mentorship programme serves as a support system for staff, with the primary objective of unbiased career development. It provides individuals the chance to step back, regain motivation, and expand their professional network. The programme is open to all staff, regardless of gender, job position, or employment status, and aims to foster career growth for everyone.	Faculty and staff	Grenoble INP-UGA	https://www.grenoble-inp.fr/fr/le-institut/programme-de-mentorat-pour-les-personnels	Aalto
Nexus24 programme	It is a structuring programme aimed at changing the working organisation culture to promote collaboration, avoid feelings of isolation, and foster a sense of purpose within collaborative communities. It serves as a source of innovation and 'fraternal' communities, creating well-being in the workplace. It has been applied in one department so far.	Staff	UPC	https://www.upc.edu/nexus24/ca	
Open lectures	Open lectures address current topics and present exciting research in a popular science format. They are held digitally in Swedish and are open to everyone. It provides the opportunity to learn new things, gain insights from experts in various fields, and expand one's knowledge and perspective. Participants can also meet like-minded individuals and make new contacts in their areas of interest. It can be an inspiring and enriching experience that contributes to personal and professional development and well-being. Employees can register on the intranet to receive invitations to KTH's open lectures. After registering for a lecture, individuals will receive an invitation within a couple of weeks.	Faculty, staff and public	KTH	https://www.kth.se/om/upptack/evenemang/oppna	Wroclaw Tech

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Preparing for retirement-group	A peer coaching group for employees who want to reflect on their upcoming working years while also preparing for retirement. The training also focuses on how to take advantage of the opportunities that retirement can bring.	Faculty and staff	Aalto		Grenoble INP-UGA
Self-leadership courses and lectures	Aalto offers various self-leadership courses and lectures to staff through the Workday Learning platform. There are different types of courses available, including self-paced and group formats. Self-leadership encompasses a balance of personal and interpersonal skills, focusing on self-awareness, self-efficacy, and self-confidence. It also involves emotional skills such as empathy, mindfulness, and inclusion.	Faculty and staff	Aalto	https://www.aalto.fi/en/services/services-and-trainings-to-support-self-leadership	
The Language Café	Employees of KTH who already have a fair amount of Swedish can improve their language proficiency by attending one of the language cafés offered on the main KTH Campus and in Kista. The cafés are designed for employees who understand most of what they hear and read but need more opportunities to speak Swedish. Participants should be able to handle basic conversations comfortably but want to practise discussing more complex subjects. They can develop their language skills in a relaxed and enjoyable atmosphere, where they can meet new people and learn about different cultures.	Staff with fair amount of Swedish	KTH	https://www.kth.se/larande/sprak/utbildning/sprak/sprakcafeer/i-svenska-for-anstallda-1.812225	TU Darmstadt
The Tandem Language Partner programme	Individuals can improve their language skills, prepare for foreign studies, or take the opportunity to connect with someone from another country to broaden their perspectives. The Tandem Language Partner programme is an initiative from KTH Language and Communication aimed at all students and employees at KTH. Through Tandem, participants can meet native speakers of their chosen language, thereby enhancing their foreign language skills and exchanging information about studies, work, or interests. The amount of time dedicated to the tandem partnership is flexible, depending on the preferences of each participant, and the programme runs every semester. It is recommended that individuals invest at least two hours a week to achieve significant linguistic progress. This programme offers a great opportunity for learning at one's own pace, fostering mutual support, and potentially making new friends.	Faculty and staff	KTH	https://www.kth.se/larande/sprak/utbildning/sprak/tandem	TU Darmstadt

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
WELL Training Programme	The WELL training plan is a journey of personal and professional empowerment that highlights the importance of balancing various roles and well-being for high individual and organisational performance, to be implemented in 2025. Throughout the sessions, the emotional, physical, social, and professional dimensions are explored to enhance self-knowledge of limits and impacts. Individuals who are more self-aware and healthy work more effectively and contribute to more positive organisational cultures.	Staff	ULisboa - IST		

Work-life balance

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Family days off (close caregiver & donation of leave days, etc.)	Grenoble INP – UGA implements measures to support staff in assisting their family members (parents or direct descendants who are ill or facing certain situations of disability) by providing additional days off and mechanisms for transferring leave days between staff members. An employee with unused leave days can make them available to another employee in need.	Faculty and staff	Grenoble INP-UGA		PoliTo, Aalto
Guide for the Proper Use of Working Hours	Initiated in 2023, a guide on the proper use of working hours that promotes respect for the balance between personal and professional life. It outlines best practices regarding email usage (to minimise its frequency), meetings (to ensure they align with staff schedules), the right to disconnect, and adherence to working hours and leave schedules.	Faculty and staff	Grenoble INP-UGA		
Teleworking	Teleworking aims to facilitate the reconciliation of personal and work life for the University's administration and services staff. It promotes a more flexible work organisation culture based on achieving objectives, fostering trust and co-responsibility between managers and collaborators (since 2008). Additionally, it aims to advance a model that progresses towards electronic administration and resource optimisation while ensuring the quality and quantity of services provided to users.	Staff	UPC	https://www.upc.edu/sdp/ca/Teletreball	Grenoble INP-UGA, TU Darmstadt, PoliTo, KTH, Aalto
Work Schedule Adjustment: Full-time on a Shortened Weekly Basis – Service Protocol - Annual Modulation	Grenoble INP offers work schedule adjustments, including: - Full-time work completed in 4.5 days - Annual modulation of working hours (to accommodate low activity periods and high activity periods) for better alignment with the realities of the services. These arrangements are discussed within each department and are outlined in service protocols shared among teams, which determine the organisation of work.	Faculty and staff	Grenoble INP-UGA		

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Working remotely	The possibility of working remotely is voluntary and based on the employee's preferences. If the work allows it and the manager agrees, an employee can establish an agreement that is valid for a maximum of one year at a time. They can work a maximum of two days remotely per week. Working remotely provides increased flexibility in their work schedule, allows them to adapt the work environment to their own needs, and reduces commuting time. This option can also enhance productivity for those who prefer a quieter environment. Additionally, remote work can contribute to a better balance between work and personal time, helping to reduce stress levels.	Staff with regulated working hours	KTH		Grenoble INP-UGA, TU Darmstadt, PoliTo, Aalto

Diversity, equity, inclusion

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
'Menstruation-Friendly Toilets' campaign	Started in 2023, the 'Menstruation-Friendly Toilets' campaign, coinciding with the European Week of Sustainable Menstruation, consists in adapting toilets for them to be suitable for the use of reusable menstrual products. The 'Menstruation Friendly Toilet' network promotes the presence of suitable spaces in universities so that all women and other menstruating people in the university community can carry out their menstrual habits comfortably and naturally. Apart from contributing to the normalisation of menstruation and the rights of women and other menstruating people, the initiative also gives visibility to reusable menstrual products, such as cups, absorbent panties, cloth pads. Among the main single-use plastic waste present in marine ecosystems are tampons and disposable pads. The campaign, therefore, promotes that there are toilets for public use to facilitate the handling of menstrual products, especially reusable ones. This contributes to raising awareness of women's needs.	Students, faculty and staff	UPC	https://www.upc.edu/ca/sala-de-premsa/noticies/campanya-lavabos-amics-menstruacio	PoliTo
Department of Accessibility and Support for People with Disabilities; Accessibility Leaders: Support	The department provides assistance to individuals with disabilities and special needs and regularly offers specialised training to faculty. Accessibility Leaders are volunteer, specially trained university employees (predominantly faculty who have completed a three-month training programme) who provide additional support. They can be easily identified in all units, as they wear special badges and have labels on their doors. Individuals with disabilities and special needs can rely on the university for support and necessary accommodations.	Students, Faculty and staff	Wroclaw Tech	https://ddo.pwr.edu.pl/ https://ddo.pwr.edu.pl/liderzy-dostepnosci	Aalto, PoliTo
Digital Unconscious Bias Training	A digital self-study unit is available in both German and English, along with additional information and a feedback option that is activated upon completion of the training.	Students, faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/gleichstellung/beauftragte/strategie_und_grundsätze/unconscious_bias/unconsciousbias_gleichstellungsbuero.en.jsp	

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Disability Awareness & SSV (sexist and sexual violence Awareness, harassment and discrimination)	Grenoble INP – UGA regularly organises awareness initiatives on topics related to quality of life at work, particularly focusing on issues of disability and equality, as well as sexist and sexual violence, harassment, and discrimination. The formats vary and are typically engaging for a broad audience, including activities such as cooking workshops, escape games, exhibitions, plays, interactive conferences, themed libraries, and the recent development of an online interactive educational module.	Students, faculty and staff	Grenoble INP-UGA		TU Darmstadt
Diversity Education Office	The Diversity Education Office (DEO) team provides awareness training to staff, faculty, students, interested individuals, and guests on topics related to diversity. They also consult on individual and structural concerns in this field.	Students, faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/universitaet/diversity/diversity_education_office/index.en.jsp	
EDI Learning Hub	The EDI Learning Hub provides an updated collection of tips, inspiring reads, and practical support materials to guide individuals in maintaining diversity and inclusivity as part of their everyday life at Aalto. Within the EDI Learning Hub, there is also an EDI Resource Bank where users can find the latest training, research, knowledge, and best practices from Aalto and around the world.	Students, faculty and staff	Aalto	https://www.aalto.fi/en/equality-diversity-and-inclusion-at-aalto/edi-learning-hub	
Equal Communication Charter	An Equal and Inclusive Communication Charter promotes gender equality and anti-discrimination. It is based on eight recommendations for more equitable and inclusive writing. The charter is complemented by a practical guide and a bookmark that provide detailed explanations and make the eight recommendations tangible.	Students, faculty and staff	Grenoble INP-UGA	https://www.grenoble-inp.fr/fr/L-institut/communication-egalitaire-et-inclusive	
Equal WUST (Wroclaw Tech) website and events: Promoting equality	Since 2021, the website and organisation of events focus on promoting equality and combating discrimination related to gender, age, religion, sexual identity, race, ethnicity, and more. It provides information on what discrimination is and where to seek assistance if witnessing or experiencing discrimination. Additionally, a reporting system is available for incidents.	Students, faculty and staff	Wroclaw Tech	https://rowna.pwr.edu.pl/en/	

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Equality Committee and Domain Supervision - Equity and Diversity - with dedicated events	The initiative monitors and coordinates gender, equity and diversity policies at the University level since 2019 (in particular Gender Equality Report and Gender Equality and Diversity Plan), organising related events.	Students, faculty and staff	PoliTo	https://www.polito.it/en/polito/equity-welfare-and-inclusion/gender-diversity-and-inclusion	
Equality, Diversity and Inclusion Committee & Trainings	The EDI Committee decides on the necessary actions for Equality, Diversity, and Inclusion (EDI) and oversees their implementation, outlining the EDI plan for a three-year period. The committee reviews activities and monitors action plans. EDI trainings are designed to enhance understanding of diversity and inclusion, equipping employees to foster a positive community. Examples include QueerA! Networking and the Aalto Readers' Club.	Faculty and staff	Aalto	https://www.aalto.fi/en/aalto-university/equality-diversity-and-inclusion-edi-committee	TU Darmstadt
Network committee on Gender Equality, Inclusion and Non-Discrimination	Defined actions (e.g. training, material for dissemination, awards) to promote equity, diversity, and inclusion (since 2022). It is an important initiative aiming to develop a structure, a culture and actions to create and monitor equal opportunities and reduction of inequalities at ULisboa.	Students, faculty and staff	ULisboa	https://www.ulisboa.pt/en/info/equality-and-inclusion	TU Darmstadt, KTH
Reporting System for Sexist and Sexual Violence (SSV), Harassment, and Discrimination + Listening Network	A joint system with the University provides support for victims. Any person, whether a witness or victim of sexist and sexual violence (SSV), discrimination, harassment, or LGBTQ+ phobias, can access this system. The system includes listening, information, and guidance provided by a pair of trained listeners from the institution, who are equipped to address issues related to sexist and sexual violence, harassment, and discrimination, as well as active listening. An internal team conducts follow-up on the situation. Legal and psychological support is available from specialised NGOs, upon request. The system allows for making a declaration that may lead to a report, depending on the severity of the offense or crime and the documentation of the situation. Furthermore, a convention has been established with the judicial court regarding the handling of reports of sexist and sexual violence.	Students, faculty and staff	Grenoble INP-UGA	https://www.grenoble-inp.fr/fr/l-institut/lutte-contre-les-violences-sexistes-et-sexuelles-les-discriminations-1	TU Darmstadt, PoliTo, KTH

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
UPC Equality Plan 2022-26	Initiatives aimed at sensitising the community towards gender equality to motivate a change in the institution's culture. These initiatives promote actions aimed at integrating equality into decision-making and in academic and professional careers, as well as initiatives to incorporate a gender perspective in teaching and research. The goal is to achieve a UPC free of violence and discrimination, including both sexist and LGTBiphobic forms.	Students, faculty and staff	UPC	https://www.upc.edu/ca/sala-de-premsa/noticies/valoracio-i-noves-accions-pla-igualtat	Grenoble INP-UGA

Social life at work

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Aalto Social and Aalto clubs	Aalto Social is the internal social media platform for Aalto community members—a meeting place where people can connect and discuss freely. The channel features various clubs where individuals can participate according to their interests, such as a cycling club and a newcomers club. The website https://www.aalto.fi/en/aaltogether/get-together provides information on inspiring activities, events, and initiatives taking place in the Schools, units, and student union for Aaltonians.	Faculty and staff	Aalto		
Christmas party for employees' children: Entertainment for the family, socialising	An annual Christmas party is held for children up to the age of 13, featuring multiple attractions such as games, creative challenges, a photo booth, an interactive show, and a visit from Santa. This event allows employees to bring their families to work and socialise with other families.	Faculty and staff	Wroclaw Tech		Grenoble INP-UGA
Staff Party + Retirees' Gathering	An annual friendly half-day gathering for all the staff, featuring a complimentary meal and various activities such as food trucks, a water bar, vinyl station, fruit bar, ice cream, wooden games, scythe game, axe throwing, and more. Additionally, during this event, a festive farewell for retirees of the year is hosted.	Faculty and staff	Grenoble INP-UGA		Wroclaw Tech

Financial and family support

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Childcare	TU Darmstadt has implemented a comprehensive range of childcare options to meet the diverse needs of students and employees in their everyday university life. During school holidays, meetings, congresses, and examination periods, the university provides childcare services that accommodate various schedules. The Family Service offers all employees, researchers, and students advice on the available childcare facilities in the city and surrounding district.	Students, faculty and staff	TU Darmstadt	https://www.intern.tu-darmstadt.de/verwaltung/stabsstellen/servicestellefamilie/kinderbetreuung/index.en.jsp	
Financial support	Providing interest free loans, financial aid in the case of incidents or a documented difficult financial situation. National benefits: holiday supplement, subsidy for corrective glasses.	Faculty and staff	Wroclaw Tech	https://pwr.edu.pl/pracownicy/sprawy-socjalne/wsparcie-socjalne	Grenoble INP-UGA, TU Darmstadt
Free transport pass	Full funding of annual public transport season ticket for home/work commute (whole city and region), started in 2019.	Students, faculty and staff	PoliTo	https://www.polito.it/en/polito/equity-welfare-and-inclusion/welfare#par_76529	Grenoble INP-UGA, TU Darmstadt, Aalto
Healthcare allowance	KTH offers all employees a healthcare allowance of maximum 3000 SEK per calendar year. Good employee health means better preparation to meet the demands of working life.	Faculty and staff	KTH	https://intra.kth.se/en/anstalling/arbetsmiljo/friskvard-1.76630	Grenoble INP-UGA, PoliTo

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Personal and family services	Since 2019, some family services are offered to students and staff (e.g. baby-sitting at home, nursery - regularly or on a hourly basis, pet sitting) and others to faculty and staff only (e.g. elderly care, health insurance, facilities to enroll in master degrees). It ensures employees can count on financial support in times of need.	Students, faculty and staff	PoliTo	https://www.polito.it/en/polito/equity-welfare-and-inclusion/welfare#par_76529	TU Darmstadt

Arts, sports and cultural activities

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Aalto walk & run	Aalto Walk & Run is a great outdoor event free of charge for all members of the Aalto community, including staff, students, and alumni. Participants can choose to run 10 km, 5 km, or walk 5 km. The event is organised as part of the Espoo Rantamaraton.	Students, faculty and staff	Aalto	https://www.aalto.fi/fi/utiset/ilmoittaudu-aalto-walk-run-liikuntatapahtumaan-2192024	
Art Center Kunstforum	Since 2016, the Art Forum of TU Darmstadt offers changing art exhibitions. Relaxing guided visits for all staff members are held regularly during the lunch break. Free of charge.	Students, Faculty and staff, public	TU Darmstadt	https://www.tu-darmstadt.de/kunstforum/index.en.jsp	
Concerts	TH's Academic Chapel (KTHAK) is a large symphony orchestra comprising nearly 80 musicians. The orchestra mainly consists of teachers and students from KTH, along with musicians from Stockholm University and Karolinska Institutet. Its primary task is to perform at KTH's academic celebrations, such as doctoral promotions, professor installations, and diploma awards. The orchestra also gives public concerts in the large concert halls of Stockholm, often in collaboration with the Opera Academy and the Royal Academy of Music. This can enhance the sense of belonging and commitment to the organisation. Joint activities allow employees to relax, get to know each other better, and strengthen relationships, contributing to increased well-being and cooperation in the workplace, which creates a rewarding work environment for everyone.	Faculty and staff	KTH	https://www.kth.se/om/upptack/kthak/kth-s-akademiska-kapell-kthak-1.875067	TU Darmstadt
Exercise and relaxing courses	Every semester since 2012, there are around 25 exercise and relaxation courses at TU Graz (including yoga, Pilates, mindful body, HIIT training, swimming courses, etc.). A wide range of different courses is available at various levels for employees to try.	Students, faculty and staff	TUGraz		Wroclaw Tech, TU Darmstadt, Grenoble INP-UGA

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Fit with Philipp	A Webex group for more exercise in the office/home office, started in 2024. All interested persons can be added to the group. Once a week (Wednesday at 10 a.m.), the Webex session will pop up, and participants can do exercises in their office. Duration: 15 minutes. Impact: Active recovery, independent of time and space, with no need for extra equipment. This also allows employees with less time or motivation to train.	Staff	TUGraz		UGA
Free access to e-books and audiobooks on Legimi	Providing free access to Legimi, a subscription platform with over 25,000 e-books and audiobooks in several languages. It promotes literature with titles from various fields, including science.	Students, faculty and staff	Wroclaw Tech	https://biblioteka.pwr.edu.pl/e-zasoby/platformy/legimi	
Leisure (free time) for staff	Activities include cultural events, travel opportunities, relaxation options, a free museum card, and various welfare benefits (since 2000).	Administrative staff	PoliTo	https://www.polito.it/ateneo/parita-welfare-e-inclusione/welfare	KTH, Grenoble INP-UGA
Lunch Concerts	Lunch concerts for KTH employees, students and the public, arranged by KTH's Director Musices in collaboration with KTH Events and KTH Library. This initiative provides a pleasant and relaxing moment in the middle of the day. Listening to music during lunch can help reduce stress, increase well-being, and create a refreshing break from the working day. It also offers an opportunity to enjoy cultural experiences and recharge energy for the rest of the day. The repertoire varies from opera and chamber music to jazz, with free entry. Employees are welcome to bring their lunch to the concerts.	Faculty and staff	KTH	https://www.kth.se/om/upp tack/kthak/lunchkonserter-pa-kth-1.902718	
Staff Choir	In the choir, participants learn singing technique, vocal skills, simple improvisation, and songs from all corners of the earth, along with the occasional pop hit. Feeling and expression are emphasised. No prior knowledge is required, and both experienced and beginners are welcome. Participation is free, and there is no need to register. The choir contributes to joy, community, and well-being.	Faculty and staff	KTH	https://www.kth.se/social/group/personalkor/	PoliTo

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Sports and health activities programme	All kinds of sport and health activities offered, including mindfulness.	Students, staff	UPC	https://www.upc.edu/e-sports	Wroclaw Tech, TU Darmstadt, Grenoble UGA & INP-UGA, PoliTo
Sports Week : Promoting sports activities and team-building	Every year, a week during which all are invited to participate in activities is planned by the Physical Education and Sports Department. Competitions are organised in ten disciplines. Additionally, there is the Rector's Cup Race running competition. The sports week promotes physical activity and provides team-building and socialising opportunities.	Students, staff	Wroclaw Tech	https://swfis.pwr.edu.pl/aktualnosci/tspwr-2023-59.html	TU Darmstadt
Sports Centre	For more than 20 years, the Sports Centre promotes sport, health, and leisure at the University. It provides a diverse and high-quality sports offer. There are large green spaces, as well as sports equipment and facilities, including swimming pools, tennis courts, basketball courts, football pitches, and athletics tracks, available for the entire ULisboa community.	Students, staff	ULisboa	https://www.estadio.ulisboa.pt	TU Darmstadt
Yoga and painting	The Art Forum at TU Darmstadt offers courses in yoga and free painting for employees.	Faculty and staff	TU Darmstadt	https://www.tu-darmstadt.de/kunstforum/education/index.de.jsp	ULisboa

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
The Creative Work House 'Limba' in Karpacz: Travel	Accommodation in the Wrocław Tech-owned Creative Work House 'LIMBA' features 13 rooms and its own cafeteria. It is located in Karpacz—a popular mountain resort offering hiking, skiing, and other outdoor activities. University employees benefit from lower accommodation prices and can use the venue for leisure trips and social events.	Staff	Wrocław Tech	https://dzos.pwr.edu.pl/osrodki-wypoczynkowe/dom-pracy-tworczej-limba	TU Darmstadt
UPC Arts	UPC Arts is focused on offering a cultural programme that connects culture and technology, promotes cultural initiatives on campus, and showcases the artistic talent at UPC.	Students, staff	UPC	https://upcards.upc.edu/ca	TU Darmstadt
Fitness TV	Online training platform with 7 workout areas and 25 training formats at different levels and maximum flexibility (started in 2020). Employees can train with this platform wherever and whenever they want. Training is independent of space and time and is family-friendly. It offers a quick and easy training method for busy employees, especially those with small children.	Students, staff	TUGraz		
Activity Bike	The Activity Bike is a non-binding sports and relaxation offer from the University Sports Centre. Various sports and relaxation equipment is stored on a cargo bike, which can be borrowed by students and employees for a deposit.	Students, Faculty and staff	TU Darmstadt	https://www.usz.tu-darmstadt.de/unisport_usz/gesundheitsport/gesundheitsport_studierende/index.de.jsp	
Walking during lunch break	The employee sports programme offers TU Darmstadt employees the opportunity to maintain their health free of charge through sporting activities in the morning, during their lunch break, or in the afternoon.	Faculty and staff	TU Darmstadt	https://www.usz.tu-darmstadt.de/unisport_usz/gesundheitsport/beschaefigtensport_gesundheitsport_usz/beschaefigten_sport_gesundheitsport_usz.de.jsp	UGA

Individual stress management and well-being

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Break Pro	Break Pro includes more than 160 short exercise videos (2-5 minutes) to help employees take breaks from working. Among different categories, users can choose their preferred exercises and adapt them to individual needs (e.g. neck and shoulder area). An app reminds users to use Break Pro.	Faculty and staff	Aalto		
Burnout prevention programme	A programme started in 2024 including 5 consecutive modules (that cannot be booked individually): Module 1: Psychological stress, strain and burnout diagnostics, Module 2: Introductory workshop, Module 3: Mental loading, Module 4: Ways out of the burnout trap, Module 5: Burnout discussion with managers and employees at TU Graz. The goal is to see if individuals have a risk of burnout and to support them. It is also aimed at others who do not suffer from burnout, to support their mental health and provide tools to handle stress.	Faculty and staff	TUGraz		
Keys to your well-being	Each part of 'The Keys to Your Well-being' series (started in 2023) depicts a challenge that everyone sometimes confronts and offers possible solutions. Every theme consists of a research-based article along with exercises, courses, lectures, podcast episodes, or blogs on the specific topic. The content is prepared by professionals from the university's Oasis of Radical Well-being, thereby enhancing the common understanding of well-being.	Students, faculty and staff	Aalto		
Know the Health and Well-being in ULisboa (Survey)	Based on a questionnaire, the stress levels and well-being of students, faculty, and staff are analysed. This survey, started in 2022, helps design actions to promote a healthier environment for work and study. It serves as the first diagnosis of well-being for the entire ULisboa community, providing guidelines for future actions grounded in real knowledge.	Students, faculty and staff	ULisboa	https://www.ulisboa.pt/info/saude-e-bem-estar-na-ulisboa	Grenoble INP-UGA

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
One working hour a week for well-being: 'My Hour'	'My Hour: Time for Well-being' is part of faculty and staff working hours and can be used in a way that best suits individuals. Employees can invest in their physical and mental well-being during these hours. If an employee wishes, they can engage in exercise, use well-being services, or participate in cultural activities once a week, all as part of their working day in a manner that fits their needs.	Faculty and staff	Aalto		
Shiatsu	Shiatsu sessions are offered at regular intervals, since 2018, to provide relaxing breaks during the working hours directly at work. Shiatsu on Chair sessions are held monthly at each of the 3 locations and last around 25 minutes, offering employees the opportunity to take a break. It is a fast and efficient method for stress relief.	Faculty and staff	TU Graz		
Solution-Focused Coaching for the whole personnel	'Solution-focused Coaching' is a short-term and practical method aimed at facilitating positive change with the support of a trained internal coach. This approach is designed to create effective solutions in collaboration with the coach. Coaching sessions (approximately 1-3) can be scheduled flexibly, taking place either on campus or via Teams.	Faculty and staff	Aalto		
Stress management programme	The programme is available to all faculty and staff (including employed doctoral students) and offers a digital stress management initiative along with workshops on Zoom. It aims to help participants manage stress, improve well-being, and strengthen self-leadership. Self-leadership encompasses a balance of personal and interpersonal skills, focusing on self-awareness, self-efficacy, and self-confidence. It also includes emotional skills such as empathy, mindfulness, and inclusion.	Faculty and staff	KTH		ULisboa
Well-being chat	An online service (open from Monday to Friday from 1-2 pm), where people can get advice, ask questions and discuss matters related to well-being at work - anonymously and confidentially.	Faculty and staff	Aalto	https://www.aalto.fi/en/wellbeingdesk	
Well-being Desk	Started in 2021, the well-being Desk is an easy-access service desk where all Aalto faculty and staff can receive advice and guidance on well-being at work and work ability.	Faculty and staff	Aalto	https://www.aalto.fi/en/wellbeingdesk	

Name of the offer	Description	Public	University	Weblink if applicable	Partner with similar offering
Well-being at work week	Each day of National Well-being at Work Week (in June), students, faculty, and staff are invited to take part in art workshops, stress management conferences, and sports sessions. These include a conference on well-being at work, a discovery tour of street art in Grenoble by bike, a conference on sleep, workshops on stress management and workplace ergonomics, Nordic walking, a conference on nutrition and its impact on health, relaxation workshops, and more.	Students, faculty and staff	Grenoble INP-UGA		Aalto
Well-being route	A walking route with well-being related tasks, initiated in 2023. The route provides a refreshing outdoor activity, as well as food for thought and a means of calming down in the middle of hectic everyday life. The route is made up of five points, each with a theme of observing emotions, nurturing a relationship with nature, embodiment, finding calm, and reflecting on moderation.	Students, faculty and staff	Aalto		