



# Personnel Policy: Fundamental Principles





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The University of Copenhagen appreciates the valuable diversity of perspectives, backgrounds and competencies contributed by all employees. This diversity – along with the ability to remain curious and to collaborate – is the University's greatest strength. It is the ambition of the University to maintain and further develop this strength, not least through good leadership practice and an expectation of constructive collaboration.

The fundamental principles constitute the foundational value for the University's personnel policy and, by extension, for collaboration across the University. They apply independently of specific strategies and action plans and are based on respect for the University's goals, the integrity of the individual, and the value of collaboration across the University.

The fundamental principles should be viewed in connection with the University's Good Leadership Practice and Good Practice for Administrative Cooperation. They serve as a basis for dialogue and development activities, to which managers and employee representatives should pay particular attention.

*The Chairmanship of the General Collaboration Committee*  
January 2025





## Academic freedom

UCPH upholds academic freedom and the value of participating in public debate for all employees. UCPH makes room for creative, academic and professional development within the framework of the community and in interaction with the University's objectives.



## Co-responsibility for the entirety

All employees contribute to the University's core top-level research, education, innovation and communication activities. This requires high professionalism with everyone working together and sharing organisational responsibility across the University.



## Diversity, equity and inclusion

UCPH is a workplace that welcomes everyone regardless of background, orientation and needs. UCPH ensures that everybody has real opportunities to be part of the University on an equal standing. Focal points in all the University's activities are diversity, equity and inclusion, which are among the key prerequisites for well-being and attracting new talent.

## A Danish university in an international context

UCPH is a workplace with a strong global outlook and international presence. Linguistic and cultural diversity is an asset for the University as a workplace.



## Knowledge as the basis for dialogue and participation

UCPH provides open, effective and timely internal communication to ensure that all employees can participate actively in the University's diverse activities and development, which is highly valued.





## Employee development

UCPH has competitive employment conditions and achieves its ambitious goals by ensuring that employees can acquire good academic and organisational skills that strengthen UCPH as a university characterised by outlook, curiosity, talent and collaboration.

## Flexible and engaging workplace

UCPH is a flexible and engaging workplace that allows employees to organise their lives according to where and when they work. At the same time, UCPH helps employees affected by crises, illnesses or reduced working capacity.

## Security and good collaboration

UCPH is characterised by trustful collaboration where employees meet each other with positive expectations and a willingness to work together to achieve common goals. Security is essential for dialogue about the development of the unit and the University, difficult questions and new ideas. UCPH values employee involvement and co-determination.





## Sustainability and good work and life balances

UCPH is a sustainable and healthy workplace with balance for the individual between tasks and working hours and between work and leisure. Each employee has influence on and co-responsibility for organising their work. There must be room for an extra effort in busy times and to restore the balance.

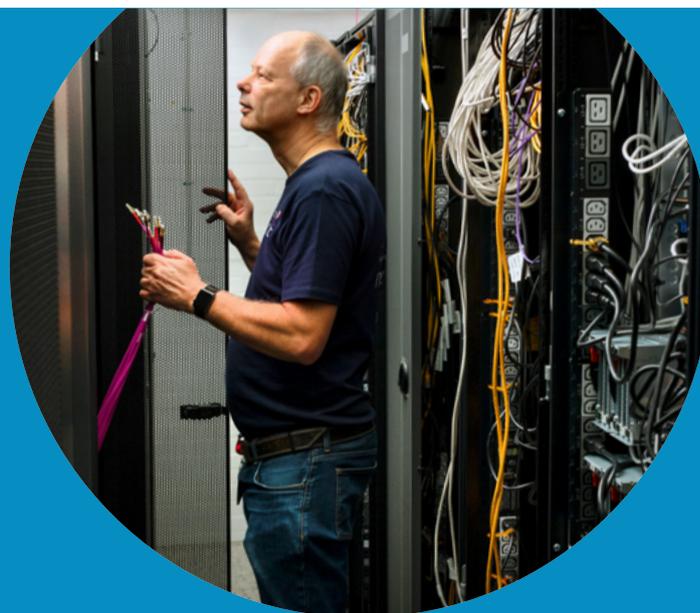
## Highly qualified management

UCPH has professional and well-qualified managers who, with professionalism, courage and empathy, set direction, foster development and integration across tasks and organisation and contribute to realising the ambitions behind these fundamental principles.



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## Personnel Policy: Fundamental Principles

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