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Lund, 7 September 2020

**Formal complaints against Melvyn Davies and Sofia Feltzing, for harassment, bullying
and abusive behaviour.**

This document completes and replaces a previous version sent by email on 31 August 2020 at 22.30 to Tina Olson and Gunilla Thylander, and which has been officially registered by Tina Olson.

This document constitutes a formal complaint about Melvyn Davies and Sofia Feltzing, two professors at the Department of Astronomy and Theoretical Physics at Lund University, Sweden.

I request this document to be registered immediately.

I acknowledge that this means that my anonymity cannot be preserved in the legal process it will trigger.

Following recommendations that HR representative Tina Olson provided on 31 August 2020, and due to the urgency of the situation, this document only constitutes a first part of my case, reporting only a few examples, and it could be complemented during the investigation process that will follow.

I, Florent Renaud, senior researcher in Astrophysics at the Department of Astronomy and Theoretical Physics of Lund University, Sweden, solemnly declare that the following statements are true and as precise as I can remember.

Over my 3 years in the department of Astronomy at Lund University, I have witnessed and been a direct victim of harassment, bullying, insults and abusive behaviours from Melvyn Davies and Sofia Feltzing, both professors at the department. These individuals are a couple and use this to create a climate of fear, constant tension and abuse in my work environment. As a couple, they coordinate and backup each other.

In addition to being a direct victim, I also have witnessed a disturbing number of incidents my coworkers and students have been victims of. These cases are by far not isolated and demonstrates a dangerous pattern that has constantly repeated itself over the years.

They have created a system by positioning themselves where they can influence/control the decisions in the department, in Swedish and international research. They are part of an unusually large number of committees, boards and decisional organs, that they use to control and pressure members of the department, by threatening to cut funding, granting or not positions and promotions.

I acknowledge that not all the following events constitute an illegal behaviour on their own, but I also understand that their repetition and their accumulation over many years is illegal.

1. On 2 July 2020, the Perfect Leif Lönnblad came to my office to enquire about the exact nature of the situation in the department. For the time he sat in my office (approximately 10 minutes), Feltzing passed by my door at least 6 times (possibly more, if I didn't notice her) every time looking inside the office. Later this morning, I noticed that she passed by more than 20 times (I stopped counting at 20), systematically looking in my office, at my screen, and continuing walking along the corridor. I later learned that the PhD students were having a zoom meeting to discuss the work environment situation. Eric Andersson and Brian Thorsbro who share an office have noticed she came several times to spy on them and their computer screens. David Hobbs also told me she has been spying on him several times in the morning only. In the afternoon, I had a scientific discussion with Eric Andersson in the break room (kitchen). Feltzing came to the room, which made us stop talking. I left the room to avoid conflict with her. She immediately left the room too. I thought she went back to her office but she was actually waiting in the corridor. When I went back to the break room, she saw me leaving my office and she followed me. I went to the kettle to take hot water and she came just a few centimeters behind me and whispered "what is wrong with you?". I was too scared to answer, and I immediately went back to my office without saying a word. She also left the break room. Then I

decided to join Eric and Brian Thorsbro who were having coffee in the courtyard. She was still waiting in the corridor, looking at my office. She followed me again, sat at the same table and acted like nothing had happened. I was too terrified to stay so I went back to my office. A few minutes later, Eric and Brian also went back to their office. I wanted to go see them to tell them what just happened and to potentially continue our discussion. She was again waiting in the corridors. She followed me silently in the corridors. I know she was actually following me on purpose because I took a long route and not the usual direct path (through the kitchen) as we all always do. As I noticed she was following me, I speeded up and checked over my shoulder. She was also speeding up, staying approximately 10 meters behind me. We passed in front of Brian and Eric's office and Brian witnessed she was following me. At this point I was terrified and afraid for my physical integrity. Therefore, I went into the toilets, as they are the only room on our floor she won't be able to open with her key or access card. I locked myself in. Through the door, I heard her steps coming very close. She stayed near the door. I know it was her as nobody else was in the part of the building at the time. I stopped listening after a few seconds. I was shaking with fear and in tears in the toilets. I thought of contacting the emergency services of the police, or the security of the University, but I was paralysed with fear. After about 10 minutes, I managed to calm down, I carefully listened through the door and didn't hear anything. I slowly opened the door, having my phone ready to take a picture of her. She was not here anymore. I quickly went to Brian and Eric's office and I collapsed into tears. I told them what had just happened. I was still shaking and, I think, in a state of shock. It took me several hours to calm down, and I didn't sleep at all that night. Brian reported this to HR by email on the same evening. The next day, Tina Olson asked me to come to her office, when I told her what had happened.

2. On 15 October 2019, at 10.30, I volunteered to present my work to the new GalForm meeting, which (at that time) was effectively the same audience as the SPOP meeting. Note that this was less than 17 hours after a confrontation with Feltzing on the master projects, where I objected that she and Davies decided on my schedule without consulting me and asking for my availability. This presentation was in the presence of the stellar and galaxy groups (this includes Andersson, Forsberg, Prgomet, Segovia, Barlach Christensen, Feuillet, Bensby, McMillan and about 10 others I can't remember) and of an external visitor (Maxime Delorme) who I had invited to collaborate with me. I had prepared a presentation with slides to show our latest simulation, including movies. When Feltzing entered the room, she noticed the beamer and the projection screen were on and asked to have a presentation on the white board instead. Not only this was disrespectful for the work I *voluntarily* prepared, it also was another display of abusive behaviour (Feltzing is not, in any sense, organising nor leading this meeting). Knowing that my choice of a digital presentation was fully justified by the use of several simulation movies, I firmly rejected her order. During the rest of my presentation (about 1 hour), Feltzing interrupted me a countless number of times, including interrupting my answers to her questions, asking irrelevant questions (e.g. about the colours used in my plots),

low-level questions (on topics I actually cover in my bachelor course), and questions I had already answered. She constantly displayed extremely aggressive behaviour. I tried to stay calm and come back to my presentation, but I failed at presenting several of my points due to the lack of time because of her interruptions. Several people in the audience came to me at the end of the presentation to tell me her behaviour was unacceptable, and that they were not feeling comfortable being in the room. Some of them, including students, asked me relevant questions afterwards, explaining that they were not feeling comfortable saying anything during the meeting. My visitor was also shocked by the attitude she displayed. During the rest of the day, I hosted my visitor, discussing and working with him. During a break, the prefekt Anders Johansens (who did not attend the meeting) called me to his office. Someone (I do not know who) had reported the situation to him. He asked me right-away how the meeting went, and I briefly explained that I had been publicly assaulted for about 1 hour. Before I had time to finish my "report", Anders collapsed in his chair and asked me (rhetorically): "what am I supposed to do with them?". His reaction and the despair in his voice have deeply affected me. The discussion ended briefly after. This has led Anders to report the situation to the Dean and HR. I met Sven Lidin and Tina Olson in his office on 19 December 2019 to formulate my complaint.

3. On countless occurrences, they spied in my office or in someone else's office I was visiting. They look at who is talking to who, what is on the screens. One day in July 2020, Feltzing passed by my office and looked at my computer screen more than 20 times in a very short period of time (see point 1). The last occurrence is 27 August 2020 around 17.00 when she passed 5 times in front of Nils Ryde's office (where I was, discussing with him) in only a couple of minutes.
4. I have been told by both Feltzing and Davies, at least 4 times, that my career and future at the department and in research in general depended on my willingness to follow their orders. For instance, in late spring 2018, I have been told by Davies that I wouldn't get a permanent job if I didn't come to the project defense of a Master student (which I couldn't attend due to an important telecon with collaborators). Similar events occurred several times after.
5. In another occurrence, I was hosting an external collaborator and couldn't attend the department meeting. Shortly after the start of the meeting, Feltzing was going to every office to check who was present or not, as both almost systematically do. She noticed I was discussing with my guest (Maxime Delorme) and 2 Master students (Samhitha Vadlamani and Loke Lönnblad Ohlin). After an insulting remark about these persons being my "fan club", Feltzing told me, in front of my guest and the students, that I will never get a job in academia if I didn't go to meetings, implying that my absence to this one particular meeting was representative of my general attendance and professionalism.

6. On countless occurrences (4 to 6 times per month), when he arrives in the morning, Davies enters my office without asking for permission, without knocking, even when the (glass) door is closed, and even when I am on a telecon (with a clearly visible "do not disturb" sign on the door). Davies considers that I must talk and answer him when he decides. This has traumatised me, and I close and lock myself in my office as soon as I hear his steps in the corridor.
7. On two different occurrences, Feltzing told me that surveys, investigations and complaints for harassment were a waste of time and should not be conducted. She was waiting for my approval, which she didn't get. I also witnessed her saying similar things to a visitor.
8. On countless occurrences (more than once per week), I have been told by either Davies or Feltzing that following their command is good for my career or my CV.
9. On countless occurrences (up to several times per day), Davies and/or Feltzing interrupt my discussions with co-workers (including private conversations), by entering into offices, even when the door is closed, by inviting themselves at a table where we have a break and cutting the conversation. Then, it is impossible to continue our discussion, or even to start a scientific discussion on a topic that they haven't decided. When this happens, we can only resume our discussion after Davies and Feltzing have left.
10. Both of them systematically repeatedly interrupt all scientific presentations and talks, putting the speaker (internal or visitor) in a highly uncomfortable situation. The number of interruptions by Davies in a 1 hour-long meeting can easily reach 50. The tone is almost always aggressive, which leads to discomfort and anxiety for me. The level of the comments is usually extremely low, which forces the speaker to explain basic concepts instead of making their points. By over-interrupting (both of them) and punctuating almost every sentence of the speaker (mostly Davies), they prevent the audience from engaging in a discussion. A specific event, when I have been a direct victim of this behaviour, is described in details in the case (2).
11. On countless occasions (almost everyday when we are both present in the office), when Davies arrives in the morning, he asks me why I haven't prepared his coffee. When coffee is already made, he systematically asks who prepared it and takes a cup. If coffee is not prepared, he will wait until someone (usually a student) makes some, and then have a cup. I have seen him drinking coffee every single day I have seen him at work, and I have never seen him preparing coffee.
12. On at least 4 occurrences, Feltzing told me that the department will never give a permanent job, or that the international astronomy community is already too big, so I shouldn't get one elsewhere either.

13. I have been excluded by Feltzing from a number of scientific discussions, proposals, projects with no reasons. When I asked why, most of the time I have been told that postdocs should not be included. On all occasions, this rule only applied to me. The most recent occurrence is the ongoing project nicknamed the Last major merger, which matches exactly my field of expertise and is actually the topic of my last 2 papers. Despite my participation having been required by other members of this project (Oscar Agertz, Eric Andersson and external collaborator Justin Read), to this day, Feltzing still refuses to integrate me to the meetings and discussions. This is effectively excluding me from my own field of research and is undermining my career.
14. My work is systematically being mocked, with no justification, not explanation, and no suggestion. Most of the time, they don't even know what I am working on.
15. They ask their students and collaborators to report on the contents of discussions and meetings, including confidential meetings (e.g. students' union). After I filed a complaint against them on 16 December 2020 to the Dean of the Faculty of Science Sven Lidin and in the presence of HR representative Tina Olson, Feltzing contacted my line manager Oscar Agertz to ask what was going on with me. She also asked her collaborators to tell her who reported them to HR.
16. They regularly explain to researchers, postdocs and students, including myself, that we are not busy and that we don't know what busy means.
17. On several occasions (about 3), Feltzing came to an office or the break room where I was discussing with a colleague. She interrupted our conversation and talked to the other person in Swedish to make sure I will not understand. Once, she took a chair and sat in between us, showing me her back and physically excluding me from the discussion.
18. At every meeting I attended, I noticed that Davies and Feltzing were systematically looking at when people entered the room, who was present and who left (even temporarily). This gives the feeling that leaving a meeting, even to go to the toilets, will be reprimanded.
19. I am systematically excluded from evaluation committees of master theses that Feltzing nominates arbitrarily. I believe this is her response to my refusal to follow her orders during the grading of Maria Lomaeva's thesis in Spring 2018. This was the first and only time I have acted as a committee member for a Master thesis in Lund. During the deliberations, I disagreed with the other committee member (Thomas Bensby) what I considered to be an unfair evaluation of Maria's work and I asked for a justification for the bad grade which was proposed. I haven't got any justification, which has led after a long discussion to the grade being raised. I believe this case has been reported by Maria herself. Nils Ryde, as Maria's supervisor witnessed the process, as Feltzing was

moderating the meeting. By systematically excluding me since this event, despite the difficulties to organise such evaluations committees because of limited personnel to conduct them, Feltzing implies that I lack professionalism and/or competences. On the contrary, David Hobbs who organized the evaluations for bachelor theses ask me to evaluate them almost every time (including 3 theses in late Spring 2020 only).

20. They regularly tell staff members and students who they should or should not interact with, talk to, have lunch with, be friends with. On 14 October 2019, Feltzing told me not to interact with students outside of supervision work, as she considered it to be unprofessional. On the contrary, I believe that it is because I talk to them, I have lunch with them now and then, that I have built a relationship of trust with them, which has allowed some of them to report their abuses to me.
21. A master student who was forced to interact with them through the master program and compulsory meetings came to my office once, in tears, claiming to be "terrified by them". Another student mentioned "psychological torture". Hearing this, specially from students, is extremely disturbing and has caused me intense stress, [REDACTED] still affecting me today. This participates in creating an unbearable distress for me. These students were scared to speak up non-anonymously, which implied I couldn't help them. This feeling is unbearable, and I think it will stay with me for many years.
22. I have witnessed several of my coworkers to be yelled at, in public, in the corridors or in offices. Hearing people scream and others crying in the office is extremely disturbing and also causes stress and anxiety. The last occurrence happened on 3 July 2020, when Lena Magnusson was yelled at by Feltzing. I heard the scream from another corridor, and despite my door being closed. It was the day after she physically intimidated me (see point 1), and I was particularly affected by hearing her scream at someone else.
23. I have been mocked for my French accent in English. I have been told numbers of xenophobic "jokes" and stereotypes about being French by Feltzing and Davies. This occurred at least 3 times in public, and a much greater number of times to me alone.
24. When they need a service from me, they never ask about my willingness, but always start with "What are you doing on this date?". Then, I feel forced to do whatever they ask me. If I refuse, they usually threat me by saying that this will affect my chances to get a permanent job.
25. When Feltzing was in the process of ordering whiteboards for offices, I casually met her in the coffee room and asked whether it would be possible to get one for my office, since it would largely help me with student supervision. Her immediate reaction was to yell at me, asking how I dared asking this, who I thought I was, and telling me I cannot talk to her like this. I left the room. When I came back approximately 5 minutes later, she said more calmly that I didn't use the right words and that I should be more careful when

asking for something. She didn't apologize for yelling at me. This has been witnessed by Thomas Ronnet, who was not in the room but could still hear her screaming at me from his office.

26. In January 2018, Feltzing came to my office and yelled at me that I should close the window. I explained that in an office as small as mine, it was important to change the air and that I will soon close the window. She replied that she noticed I had a problem with smell, implying my body odor, and that I should close the window immediately.
27. On several occasions, Feltzing yelled at me for taking hot water from the kettle in the kitchen (for tea), arguing that professors have priority access to hot water, and that I couldn't understand since I was not busy and that my work was not important, and that I could wait to get water later.
28. One day, I put a piece of paper on my door, showing my recent scientific results. Feltzing immediately came to me explaining that we don't do this kind of thing here. I replied that many other offices had such papers on the walls and doors and she told me that not everybody understood what is right and what is not.
29. On Friday 11 October 2019, I was out of the office when I received an email from Feltzing about students who should talk to me about potential master projects. This was quickly followed by an email from Davies with a timetable organising my meetings with the students (date, time, and format), without consulting me. I was not asked about my availability and I was not consulted about agreeing on the format either. I responded that, because Davies does not know about my schedule, I will organize my meetings myself. Feltzing strongly opposed this and postponed the resolution to the next Monday at 17.00. She then came to my office and told me that I should meet the students in groups, according to Davies' plan. I told her again my objection, stating that I would prefer to meet the students individually to make them feel more free to talk and ask questions about the projects (as some of them suggested me to do before). She objected this for a long time and lectured me on how to interact with students, telling me that I should not talk to them, nor have lunch at the same table. During this discussion, she mentioned that students should not be surveyed about harassment. This has deeply shocked me. The only way to end the discussion has been for me to agree on what she said, and I got the permission to allow the students to talk to me after the pre-arranged meetings in group, if they felt like it.
30. On 27 November 2019, while a guest was visiting me, Davies came to my office in the morning, entered without knocking on the door, and told me that we will take the guest to a specific restaurant at a specific time. I objected that we had different plans, and that we wanted to have a work lunch at a more convenient place. Davies then sighted and asked me "Oh Florent, why does everything have to be so complicated with you?". It follows a

long discussion (10 to 15 minutes) when I have been lectured about how to treat guests, from which I only managed to escape by agreeing with him.

31. They make me and my colleagues do what they want by pressuring them, using what is most important for us (grades for students, jobs for PhDs and postdocs, promotions for staff, offices and grants for all). Most "demands" come with a threat. The unstable situation of most jobs in academia (short contracts, need for reference letters) makes this behavior very efficient, as most people are ready to do what it takes to get stable jobs, funding etc.
32. On countless occasions, I have heard and been told by my colleagues, including and the Prefect Johannsen, that it is easier or simpler to do what they say, rather than doing what is right or asking for an explanation.

With the accumulation of these events and the climax reached in July 2020, I have found myself in an extremely vulnerable position [REDACTED] I now ask my coworkers to check where they are to avoid seeing them. I also take detours in the building to avoid passing in front of their offices. I listen carefully to check if I can hear their voices. From the parking lot, I check if the lights of their offices are on, or if I see any activity inside, before coming in. This has caused extreme stress. [REDACTED]

I now have a visceral fear of them and the sole mention of their names is causing important discomfort. Now, I have to ask my coworkers to check where they are, to avoid seeing them. I also take detours in the building to avoid passing in front of their offices. I listen carefully to check if I can hear their voices. From outside the building, I check if the lights of their offices are on, before coming in.

These events and others (to be listed and registered in the next few days) have caused the highest levels of stress and anxiety I have ever experienced. The accumulation of daily cases has caused [REDACTED] a lack of self-confidence, a fear of conflicts and confrontation, and a feeling of being helpless to support my colleagues and students.

Over the years, this has [REDACTED] deeply affect me:

- [REDACTED]

- [REDACTED]
- Stress and anxiety: hearing their steps, their voices and now even seeing their names cause a physical reaction I can't control. This state is permanent, day and nights. I regularly have to take long walks to calm down and relax.
- Focus issues: in the last months, I found it extremely difficult to focus on work. This is caused by not being able to think of anything else than these cases. My scientific productivity has dropped in the last months, which will strongly affect my career opportunities.
- [REDACTED]

The nature of some of these behaviors, and the overall accumulation of events, repeated on a daily basis and concerning almost all the members of the department make this situation not only unbearable but also intolerable.

Therefore, I demand, for my well-being, [REDACTED] that measures are taken to definitely stop the dangerous behaviours of Davies and Feltzing and the damages they cause in academia. I also demand immediate protection ensuring my safety at work and preventing them from exerting repercussions on us.

I urge the responsible persons and organisms to act quickly and follow their legal, moral and ethical obligations.

Florent Renaud

