

**Report factual investigation
Department of Astronomy and
Theoretical Physics
Lund University**

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Client reference

Gunilla Thylander, Human Resource manager

Participants

Claimant: Florent Renaud

Accused: Melvyn Davies

Witnesses: Oscar Agertz, Nils Ryde, Loke Lönnblad, Rebecca Forsberg, Gregor Travis, Brian Thorsbro, Eric Andersson, Ross Church, Anders Johansen

Time frame

Formal complaint registered: 7th September, 2020

Contract of mandate signed: 9th September 2020

Interviews:

Florent Renaud: 18th September, 2020

Melvyn Davies: 21st September, 2020

Oscar Agertz: 28th September, 2020

Nils Ryde: 28th September, 2020

Loke Lönnblad: 29th September, 2020, by phone

Rebecca Forsberg: 1st October, 2020

Gregor Travis: 1st October, 2020

Brian Thorsbro: 1st October, 2020

Eric Andersson: 9th October, 2020

Ross Church: 25th October, 2020

Anders Johansen: 29th October, 2020, by phone and email

Analysis and report: 20th October- 5th November, 2020

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The assignment

Florent Renaud (FR), a researcher at the Department of Astronomy and Theoretical Physics, Lund University, placed a formal complaint 7th September, 2020 that he had been subject to harassment, bullying and victimisation. This was reported to Human Resources at the Department of Astronomy and Theoretical Physics, Lund University. LifeWise AB was requested to conduct an investigation to assess whether the situations described in the report can be defined as harassment and/or victimisation, according to Swedish legislation concerning the work environment.

LifeWise conducted eleven interviews, the first one with the claimant September 18th, 2020, the second interview with the accused September 21st, 2020 and further interviews with the witnesses September 28th, 29th and October 1st, 9th, 25th and 29th, 2020. E-mail conversations were conducted with one witness and phone calls were conducted with two witnesses. LifeWise has had access to a OSA work environment survey that was conducted at the department during the spring of 2020, an annual staff review talk December 11th, 2019 as well as an e-mail from the accused to the claimant October 11th, 2019.

The claim

In his claim FR addresses his experiences of harassment, victimisation and bullying. The formal claim states that in several situations and over time FR has been subject to victimisation, bullying and harassment. Professor Melvyn Davies (MD), working at the faculty, is the accused party concerning these allegations.

The purpose of this investigation is to investigate and determine whether the claims in this report, of victimisation and harassment, can be defined and proven as such according to Swedish legislation concerning victimisation and harassment in the organisational and social working environment as well as according to Lunds University's internal policies.

The focus of the investigation

The focus of the factual investigation is to evaluate the complaints made by the claimant, FR, 7th September 2020, regarding the incidents that took place between the parties (the claimant and the accused) during a period of several years. The investigation will also report any type of risk factors that may have contributed to situations of harassment or victimisation in the organisational and social working environment. The investigation does not take into account any other situations, nor does the investigation make any decisions or suggest any measures or legal action to be taken.

Method and theory

Factual investigation is a method that provides employers with an objective and reliable written evaluation concerning a claim of victimisation, harassment and discrimination in the workplace. The method has been developed by researchers, in collaboration with lawyers working within environmental law. The method factual investigation provides the employer with an objective assessment of the situations specified in the alleged claim, in compliance with Swedish legislation as well as the organisation's internal policies.

The factual investigation is based upon the principle of defence: each party has the right to submit their version of the events and to respond to what the counter party or others state in defence of their case.

Factual investigation involves documenting the facts, by gathering and evaluating material collected through interviews with the involved parties, as well as witnesses, and also statements from interviews, e-mails, social media texts and other evidence. The principle purpose is to collect and evaluate relevant situations only. These are documented in a report which specifies whether or not the situation can be regarded as a violation of Swedish Work Environment Act (AML) and/or the Discrimination Act (DL (2008:567)).

The information gathered is evaluated according to the context in which the situations have occurred. The factual investigation is documented in a written report which provides a reliable evaluation of the facts and a conclusion upon which the organisation can make a decision about possible measures to be taken. The report also includes issues in the organisational and social work environment which may have increased the risk of victimisation, harassment, discrimination in the workplace, such as leadership issues, organisational change processes, stress, unresolved conflict and/or unclear roles and/or tasks.

When the report is completed and handed over to the customer it becomes the property of the client organisation.

There are always two investigators; experienced organisational consultants who collaborate throughout the investigation in order to ensure objectivity and reliability.

Contract of mandate

Prior to the factual investigation, a contract of mandate is signed by the client organisation, giving LifeWise AB the mandate to carry out the investigation according to the method "Faktaundersökning". The mandate defines the employer and employee's obligations when participating in the investigation, making sure that these are understood, accepted and agreed upon.

Disclaimer

LifeWise has a neutral position and does not represent the interests of any one party.

LifeWise reserves the right to not be held accountable for any possible misunderstandings that may have occurred during the interviews. This report has been requested in English, therefore the legislation and quotes from Swedish are translated into English. LifeWise cannot be held accountable for any possible incorrect translation.

Legal and organisational policies

Below we define the laws, policies and legal definitions relevant to the investigation, which are referred to in this report.

The employers obligations

Work Environment Act (Arbetsmiljölagen AML)

The Swedish Work Environment Act aims to ensure that the individual employee has a work environment free from health risks and that they are protected against bullying and victimisation. Furthermore, it is an important principle that the employer must investigate whether conditions in the work environment are either a health risk to those involved or if they are more directly exposed to bullying and victimisation.

AML

Arbetsmiljölagen (Arbetsmiljölagen) är en lag som reglerar arbetsmiljön. Den syftar till att säkerställa att alla som arbetar i Sverige har en god arbetsmiljö och att de inte utsätts för ohälsorisker eller skador. Lagens huvudsakliga syfte är att förebygga ohälsorisker och skador i samband med arbetet. Detta görs genom att arbetsgivaren har ansvar för att skapa en god arbetsmiljö och att de tar de nödvändiga åtgärderna för att undvika ohälsorisker och skador. Arbetsmiljölagen är en viktig del av svensk arbetslagstiftning.

Chapter 3 further states:

1a§: "Employers and employees must work together to create a healthy working environment." (Paragraph amended by 1994: 579)

2§: "The employer shall take all measures necessary to prevent the employee from being exposed to ill-health or accidents. A starting point should then be that all factors that can lead to ill-health or accidents should be changed or replaced so that the risk of ill-health or accidents is eliminated. "

§ 2a: "The employer shall systematically plan, manage and control the business in a way that leads to the working environment fulfilling the prescribed requirements for a good working environment. He shall investigate work injuries, continuously investigate any risks at work and take measures to prevent and alleviate them. Measures that cannot be taken immediately should be scheduled. "

AML

1a§: "Arbetsgivare och arbetstagare ska samverka för att skapa en god arbetsmiljö." (Paragrafen ändrad genom 1994:579)

2§: "Arbetsgivaren ska vidta alla åtgärder som behövs för att förebygga att arbetstagare utsätts för ohälsorisker eller skador. En utgångspunkt ska då vara att sådana risker ska förändras eller ersättas så att risken för ohälsorisker eller skador elimineras."

2a§: "Arbetsgivaren ska systematiskt planera, leda och kontrollera verksamheten så att den leder till att arbetsmiljön uppfyller de föreskrivna kraven för en god arbetsmiljö. Han ska undersöka arbetsskador, kontinuerligt undersöka risker i verksamheten och vidta åtgärder för att förebygga och mildra sådana risker. Åtgärder som inte kan vidtas omedelbart ska planeras."

The employees obligations

Chapter 3

4§: "The employee shall participate in the work environment work and participate in the implementation of the measures needed to achieve a good work environment."

4§: "Arbetsstagaren ska delta i arbetet för att skapa en god arbetsmiljö och delta i genomförandet av de åtgärder som behövs för att uppnå en god arbetsmiljö."

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$$E_{\text{eff}} = \left(\frac{1}{2} \frac{d^2 \langle \sigma \rangle}{d\beta^2} + \frac{1}{2} \frac{d\langle \sigma \rangle}{d\beta} \right) \frac{1}{E_{\text{eff}}}$$

Managers are responsible for ensuring that the work environment work complies with the legislation and the division of tasks within the work environment area. Employees and students participate in this work by taking responsibility for their own behaviour, following instructions and pointing out risks.

Chefen ansvarar för att arbetsmiljöarbetet följer lagstiftningen och uppgiftsfördelningar inom arbetsmiljöområdet. Medarbetare och studerande medverkar i arbetsmiljöarbetet genom att ta ansvar för eget beteende, följa instruktioner och vårdala risker.

Legal definitions

Victimisation

Victimisation is defined in accordance with the Work Environment Act as "acts that are directed against one or more workers in an abusive manner and which may lead to ill health or to be placed outside the community of the workplace". Note that according to the current definition, it does not have to be about repetitive behaviours.

Victimisation is a broader concept than discrimination and can, for example, be a rude response from one colleague to another. Examples of victimisation are: sexual harassment, derogatory or ridiculous comments about work, abusive comments on persons, opinions, appearance or privacy, aggressive outcomes, threats of violence or other violations, spread of rumours that undermine a person's dignity.

Bullying

According to the Swedish Work Environment Authority, bullying is defined as recurring negative actions over a period of time (usually at least six months) directed at individuals or a group. The definition also includes that there is an imbalance in power between perpetrator and victim and that the actions lead to the victim being excluded from the social community.

Enligt Arbetsmiljöverket definieras buller som återkommande negativa handlingar över en längre period (vanligtvis minst sex månader) riktade mot en eller flera personer. Definitionen inkluderar också att det finns en maktobalans mellan förövare och offer och att handlingarna leder till att offer utesluts från det sociala gemenskapen.

Discrimination

Discrimination is defined according to the Discrimination Act as anyone being disadvantaged or offended in connection with one of the seven grounds of discrimination, gender, gender identity or expression, ethnic affiliation, religion or other beliefs, disability, sexual orientation and age. Discrimination can be direct or indirect. Lack of access, harassment, sexual harassment and instructions to discriminate are also forms of discrimination.

Enligt Diskrimineringslagen definieras diskriminering som att någon utsätts för en ogynnsam behandling i samband med en av de sju diskrimineringsgrunderna: kön, könsöppenhets- eller uttrycksätt, etnisk tillhörighet, religion eller annan övertygelse, funktionsförmåga, sexuell läggning och ålder. Diskriminering kan vara direkt eller indirekt. Brist på tillgång, trakasserier, sexuella trakasserier och instruktioner att diskriminera är också former av diskriminering.

Harassment

Harassment is a concept that occurs in the Discrimination Act and is defined there as an undesirable behaviour that violates someone's dignity with connection to the seven grounds of discrimination. It is the exposed person who decides what is undesirable and abusive. If an abusive behaviour contains any of the seven grounds for discrimination, it can be considered as harassment.

Trakasserier är ett begrepp som förekommer i Diskrimineringslagen och definieras där som en oönskad och kränkande handling som kränkar någon persons värdighet i samband med en av de sju diskrimineringsgrunderna. Det är den utsatta personen som avgör vad som är oönskat och kränkande. Om ett trakasseribeteende innehåller någon av de sju diskrimineringsgrunderna kan det betraktas som trakasserier.

The factual investigation of this report

The content of the formal claim and the interviews

We investigate the formal claim and evaluate the complaints made in the following interview statements. We also evaluate the responses of the accused and witnesses to these complaints in the interviews specified below. The report is structured according to themes of the alleged claims, as following:

1. Control
2. Minimization
3. Exclusion
4. Personal attack

Allegations of victimisation stated by FR concerning MD

1. FR experiences that MD tries to control, monitor and influence him through various statements and behaviours.

The comment "You will have no future"

FR: "It's scattered. Not this year because of lock down but 2018-2019. It was probably more than 4 times. They (Melvyn and Sofia) will tell me: "If you don't go to this presentation, you will have no future....Melvyn walked around the building telling everyone to go to meetings"

MD: "I have not done that. I have to say language is tricky. I don't think I have said these things. Occasionally I could say: "there is a föreläsning, it would be good if you could come along". I suppose it's possible for someone to misinterpret that. I have never said that they depend on following my orders...Saying that it's good for their career or something about their future. If someone is a doctoral student, it's not possible for me to cut a student's fundings. It's a misperception that we wheel power that we don't have...Florent is a researcher, I am not his line manager, he is not funded under my grants. "It would be good if you come to this talk" - I could have said that to Florent. Maybe because i think he will be interested in it."

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

Control concerning who and who not attends meetings and reprimands if non-attendance

FR: "Sofia and Melvyn keep track of who enters meetings and who doesn't. And not being present makes it ok to give reprimands. They always sit at the same seats furthest from the door. They sit with nobody behind them and they will see if someone arrives late. I would not be surprised if they take notes."

"we will not take on that fight". It happened to suit me but maybe it did not suit FR. It is an example of when leadership gets out of control"

ÖA: "Det är inte Melvyns roll att göra schema för andra. Det som skulle kunna vara "hur vill ni göra?" Men här var det en färdig lösning "så här blir det". Jag och AJ sa att "den striden tar vi inte". Det rådde passa mig men det kanske det inte gjorde för FR. Det är ett exempel på när ledarskapet går över styr."

Evaluation of the facts

The accused denies this statement made by the claimant. The witness confirm the subjective experience of victimisation but cannot confirm the victimisation of the claimant.

The alleged claim of victimisation is not proven according to an evaluation of the facts.

FR claims that MD Interrupts discussions

FR: "On countless occurrences (more than once per week) Davies interrupts my discussions with co-workers."

MD: "I don't talk to anyone several times a day. Extremely rare, I would knock and see them. I don't remember doing that with Florent. At the fikarum it's a regular fikarum, we got a kitchen, a big table, a bar table. People sit in similar places, some move around. So you talk to different people every day. It can be possible that Florent is talking to someone and I sit down and talk to them."

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot proven according to an evaluation of the facts.

Comment experienced as victimisation - 27th of November 2019

FR: "We usually take the speaker to lunch. Melvyn decides a place that is not great. On the morning of the seminar he passed by my office and said: "We are going to this place at noon for lunch". No, I said we are going to another place that's nicer. Then he closed the door behind him and said "Oh Florent, why does everything have to be so difficult with you."

MD: "I don't remember what I said, but I don't recall saying that"

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot proven according to an evaluation of the facts.

FR claims that MD Interrupts presentations

FR: "Both (Melvyn and Sofia) of them systematically repeatedly interrupt all scientific presentations and talks, putting the speaker in a highly uncomfortable situations. The number of interruptions by Davies in a 1 hour-long meeting can easily reach 50"

MD: "Seminars - can mean different things. I am the seminar organiser. Forskningsföreläsning (the thursday seminars). I am there but I am not the leader of the OTA, NOTA on fridays. I do not interrupt

the seminar speakers. Can be a visitor from outside. He is talking about group meetings - OTA and NOTA. Perhaps Florent has not understood this. These are informal discussion meetings by the white board. People often are the seminar speaker from the day before, it's less formal. The whole point is getting people to understand. So the idea is asking questions. I always do the following, it's because it's a discussion, you are allowed and encouraged to ask questions. Different from a föreläsning. I usually make a comment "and the speaker knows that anyone can interrupt"

EA: "The meetings (OTA and NOTA) are catastrophic. Most people were under attack. I can not say that he in particular was under attack. People who are connected to Florent are more vulnerable to attack. Others who have come from the outside have become more vulnerable to attack. Florent is my supervisor. Sofia and Melvyn are annoying, disrupting during presentations. To disrupt presentations in a calculating and destructive way, not that it is a problem to be questioned but it is done in a way that makes it tough. This applies to both Sofia and Melvyn, but Melvyn is the one who mainly participates in the meetings."

EA: "Om man ser på OTA och NOTA är katastrofiska ting. De flesta var utsatta. Jag kan inte säga att han specifikt var utsatt. Folk som är kopplade till Florent är mer utsatta. Andra som har kommit utifrån har blivit mer utsatta. Florent är ofta närvarande. Sofia och Melvyn är störande, störande presentationer. Att störa presentationer på ett beräknande och destruktivt sätt, inte att det är något att förhålla sig till utan att det konstrueras för att vara jobbigt. Gäller både Sofia och Melvyn dock. Melvyn är mest påmötten."

OA: "I perceive Melvyn as a passive aggressive person. He uses master suppression techniques by talking over the top of what you are saying, talking faster to force his agenda. He takes command. He does that with me sometimes, sometimes he just dominates. He bosses you around a lot despite him being a colleague. It's very inappropriate ... I participate in these meetings. Florent stopped going to them in the end. I have heard from both Sofia and Melvyn that he is not there and that he refuses to go to meetings. The meetings, no one appreciates them. In terms of content, it feels like Melvyn should not lead them, but he sits in the middle, interrupts and points things out. When I have seen presentations, they are interrupted a lot by Melvyn and Sofia, they are put in their place. It is expected that it will be... After I felt that he was not on their list of favourites, I can say that it is as expected. That now he is no longer someone you need to be kind towards."

OA: "Melvyn uppfattar jag mer som att han är mer passivt aggressiv. Han använder bra skatteknik genom att prata över dig, pratar snabbare för att ta över ditt ord. Han tar med sig. Det gör han med mig ibland. Att vara nära honom med hela handen. Han blickar en del med en fast blick som en kollega. Det är väldigt jobbigt. Jag är med på dessa möten. Florent slutade gå på dem till slut. Det har jag hört från både Sofia och Melvyn att han inte är där och att han är en motståndare. Motom i sig, det finns ingen som uppskattar dem, hyacintismässigt känns det som att Melvyn tar över hela mötet och stöter i mitt ansikte, brygger och prövar. När jag har sett presentationer och hört om Melvyn och Sofia, de sitter på plats. Det kan man förvänta sig att det ska bli... Efter att jag uppfattade att han inte var på deras favoritlista kan jag säga att det är väntat. Att han är mer eller mindre någon som behövs inte bli."

Evaluation of the facts

The accused denies this statement made by the claimant. The witnesses confirm the subjective experience of victimisation but cannot confirm the victimisation of the claimant.

The alleged claim of victimisation cannot proven according to an evaluation of the facts.

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FR claims that MD enters without knocking

FR: "That's very frequent. Not this year because of lock down. I think he doesn't understand that he needs to knock...He wants to show that he is in control. They (Melvyn and Sofia) want to have a grip of every single person. They think it's their living room and I am just a guest..I close my door to not give him an opportunity to say hi. Sometimes he will just ignore that."

MD: "All doors are glass, I don't always knock if a door is open, often doors are open. I would not open a door without knocking. If the door is open, a person nods. I would go in."

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

2. FR feels in different ways minimised by MD

"Coffee"

FR: "I don't drink coffee. I never make it. But every time he asks me. If coffee is made he asks me "have you made the coffee". I tell him "no" or just ignore him. If coffee is not made he will not make it. It's to know who is good, who he can pressure or so on. Everyday I tell him I don't drink coffee."

MD: "One thing is correct. The coffee machine, I only drink coffee at work. I get in by 8. If I am in and there is no coffee, I do it. I do make coffee. I don't recognize that I would ask him for that every day. I do forget that he doesn't drink coffee. I certainly don't ask him. I never asked this person to make me coffee."

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

FR claim that MD says: "You are not busy"

FR: "It's a part of minimizing my work. My work is not important. My time is not valuable. I feel like I am not considered as a scientist or collaborator. Rebecca Forberg has been told the same. They could say that during the coffee break."

MD: "I don't remember saying that to Florent or anyone else. Willy Benz, my handledare said to me "You should enjoy your postdoc time because you will get busier later". Might possible have said I am not even saying that I said that. As a postdoc you are doing only research, maybe I have said "enjoy know before you become a lecturer.""

RF: "Melvyn once said "You are not stressed, you are stressed if your house burns down in California. Both have said "You do not have a lot to do, wait until you are at my level"...This is said in the corridor, the lunchroom when they ask how things are. It would not surprise me if they have said that to Florent. "

FR: "En gång sa Melvyn 'Du är lite stressad, men du är stressad om ens hus brinner upp i Kalifornien. Guds her sagt 'Du har inte mycket att göra vänta tills du är på min nivå'. Detta sagt i kyrkan lunchrummet när de frågar hur det är. Det hade inte förväntat mig om de sagt ja till Florent."

Evaluation of the facts

The accused denies this statement made by the claimant. The witness confirm the subjective experience of victimisation but cannot confirm the victimisation of the claimant.

The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

3. FR describes feeling excluded

FR claims he is being excluded by not being introduced to important visitors

FR: "It's subtle. When we have visitors they (Melvyn and Sofia) will not introduce me to the guests. Several times"

MD: "When I introduce people, I would do it at coffee, if we have a seminar speaker on Thursdays. If Florent would be sitting there I would introduce him. If he is not in the coffee room then I wouldn't introduce him. I don't usually go around knocking on doors to introduce people."

Evaluation of the facts

The accused denies this statement made by the claimant. There are no witnesses.

The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

4. Personal attack

Mocked by MD about being french

From the claim by FR: "I have been mocked for my French accent in English. I have been told a number of xenophobic "jokes" and stereotypes about being French by Feltzing and Davies. This occurred at least three times in public, and a much greater number of times to me alone."

FR: "We have all these different backgrounds. We joke a lot about it. But with them (Melvyn and Sofia) it's a joke that hurts. If someone jokes about I like cheese, it's fun"

MD: "I don't think I have done that either. We are very international and that's the joy of astronomy. Maybe I said "bonjour" to him once but I don't remember. That's possible but I never mocked him. I am not sure I even have done that"

EA: "No more than Melvyn sometimes uses French phrases, but he also uses German."

EA: "Inte mer än att Melvyn ibland använder franska fraser, men han använder ja också, guds."

Evaluation of the facts

The accused denies this statement made by the claimant. The witness cannot confirm that the situations implying victimisation have occurred. The alleged claim of victimisation cannot be proven according to an evaluation of the facts.

Psychological stress

Below are extracts from the claim, from annual review talks December 11th and quotes from interviews concerning how the claimant has been affected by the reported events.

From the claim:

FR: "These events and others have caused the highest levels of stress and anxiety I have ever experienced."

The points below are from AJs notes from FRs annual review meeting december 11th 2019:

AJ: "Then I had my review meeting with Florent and Oscar (his line manager) on December 11th, 2019."

AJ: "Sedan hade jag utvecklingsamtal med Florent och Oscar (hans linje manager) 11 december, 2019."

- * Florent has not experienced aggressive behaviour from Melvyn
- * Florent has experienced that Melvyn repeats instructions (guest house bookings, when guests arrive, etc) so many times that it becomes borderline to harassment
- * Florent feels that Melvyn always has to be in control, this is an irritating behaviour

Quotes from the interviews:

OA: "I have seen his decline. I have not seen anyone feel so bad and be so affected. He is strong, individual and stands for what he thinks. He has been extremely affected [redacted] for someone to feel so bad is very unusual. "He has not been able to work for a long time, he is very inefficient right now and he does not feel that there is any way he can get help."

OA: "Jag har ju sett förfallet. Jag har inte sett någon må så dåligt och bli så påverkad. Han är ju stark, individuell och står för vad han tycker. Han har blivit extremt påverkad [redacted] och må så dåligt är väldigt ovanligt. "Han har inte kunnat jobba på länge, han är väldigt ineffektiv just nu och att han inte känner att det inte finns verktyg för att få hjälp."

A summary of the evaluations of the facts in this investigation

The eight incidents regarding control, monitoring and influence cannot be substantiated as the accused denies the situation, there are no witnesses, the witness cannot substantiate the claimant's description or an objective assessment of the situation cannot be confirmed.

The factual investigation concludes that regarding these eight charges no victimisation has occurred according to the Swedish Discrimination Act and AML.

The two incidents regarding minimization cannot be substantiated as the accused denies the situation, there are no witnesses or the witness cannot substantiate the complainant's description.

The factual investigation concludes that regarding these two claims, no victimisation has occurred according to the Swedish Discrimination Act or AML.

The one incident regarding exclusion cannot be substantiated as the accused denies the situation and there are no witnesses. The factual investigation concludes that regarding this claim, no victimisation has occurred according to the Swedish Discrimination Act or AML.

The one incident concerning the personal attack cannot be substantiated as the accused denies the situation and the witness cannot substantiate the claimant's description. The factual investigation concludes that regarding this charge no victimisation has occurred under the Swedish Discrimination Act or AML.

Conclusion

The factual investigation concludes that the accused has not committed victimisation according to the Swedish Work Environment Act. According to the OSA work environment survey conducted in the spring of 2020 the accused demonstrates a dominant informal leadership which has continued for many years and affected the organisational and social work environment at the department.

Clear leadership roles and responsibilities as well as clarity concerning work roles and tasks are essential to a healthy organisational och social work environment. They are also important concerning the prevention risks and problems, such as conflict, victimisation and discrimination.

According to Swedish law (AML) the employer should take measures to maintain a healthy working environment and the employee has a responsibility to contribute and collaborate to achieve this.

The factual investigation report

This report provides an independent, objective analysis of specific situations and evaluates the facts in these situations according to legislation and policies.

The client organisation is responsible for any subsequent decisions and/or interventions based upon this report. This report becomes the property of the client organisation after completion.

Abbreviations and definitions

FR	Florent Renaud
MD	Melvyn Davies
OA	Oscar Agertz
EA	Eric Andersson
BT	Brian Thorsbro
NR	Nils Ryde
GT	Gregor Travis
RF	Rebecca Forsberg
LL	Loke Lönnblad
RC	Ross Church
AJ	Anders Johansen
AML	Work Environment Act
AFS	The Swedish Work Environment Authority's regulations
LU	Lunds University

Lund 5th November 2020

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