

Hello,

Here are our interpellations for the JSU Annual Meeting.

JSU's decision making regarding kick-off changes:

"During this year, one very unpopular decision was made that us members felt we were kept in the dark about. This was the change made to the kickoff. We want a clarification of what led up to this decision, what the process looked like when considering different alternatives, and who made the final decision?

Additionally, we want to hear how the JSU board reasons about representing all students at JU when so many were so actively against the decision made? Did you collect feedback and make sure that the decision was made with their best interest in mind? Also, why was the reasoning behind the decision not communicated when we felt that we were being kept in the dark about what was going on?"

JSU working environment:

"Over the past year, one general resigned and another took sick leave, possibly due to challenges within the work environment. With that in mind, could you please share what steps have been taken to ensure that team members feel safe, supported, and comfortable at work? Additionally, what measures have been implemented to help prevent similar situations in the future?"

We understand that these are some tough questions, and our intention is not to create a toxic environment at the annual meeting. However, we do feel that these are important questions that should be addressed in front of the members in the name of transparency. We look forward to reading your answers.

Best regards,

Matilda Ødegaard and Martina Bondone

Response from the JSU Board:

Kick Off

Thank you for raising these important questions regarding the changes to this year's Kick Off. We appreciate the opportunity to clarify the decision-making process, address concerns about student representation, and improve transparency moving forward.

1. Decision-Making Process and Rationale

The decision to restructure the Kick Off was not made lightly. It followed extensive discussions among the JSU Board, university representatives, and representatives of the student associations, driven by several key factors. The Student Union (JSU) has been made aware of ongoing issues related to bullying, harassment, and pennalism, particularly connected to the Kick Off activities. Despite previous efforts to address these concerns through conversations and workshops with the sexmasteries, the impact had been limited. Following that serious concerns were brought to our attention after last year's Autumn Kick Off by Jönköping University. These concerns were actions which we as a Student Union could not defend and therefore bigger measures had to be taken to ensure student's safety and wellbeing. We understand that it has been an unpopular decision but our responsibility as JSU is to ensure the safety of all students at JU. The final decision was made collaboratively by the JSU Board in consultation with JU leadership, representatives of the student associations, and feedback from previous participant surveys.

2. Student Representation and Feedback

The JSU Board is committed to representing all JU students, and this decision was made with their best interests in mind. The process included:

- **Past Feedback:** Data from post-Kick Off surveys (2023–2024) revealed significant concerns about safety and exclusivity, which guided the restructuring.
- **Stakeholder Consultations:** We engaged with Jönköping University, representatives from student associations, and JSU student Board representatives to weigh different alternatives.
- **Annual Meeting Documents:** During the annual meeting the representatives of JSU are chosen democratically, giving us the responsibility over handling situations like this. We have been given authority by order of delegation to make decisions such as this one. During the Annual Meeting members vote on the steering frameworks the representatives should work with, which have been always uphold. Examples are the By-laws, the Letter of Opinion and the Plan of Operations, which state clearly that equal treatment is one of our main focus areas.

3. Communication Shortcomings

We understand the perception of feeling kept in the dark. We are not in the position to share what students have told us in confidentiality, therefore we chose not to disclose any detailed information which could potentially be tracked down to the individuals. However, we do fully understand that more information would have been beneficial to get a better understanding of the bigger perspective of the decision. In this case, we chose to respect and prioritize the privacy of the individuals who reported those matters.

As this decision lead to a huge organisational change, many questions had to be figured out along the way and could not be answered right away yet. The JSU aimed to finalize practical details before announcing more, but this inadvertently delayed transparency.

We are always here to answer questions and listen to other perspectives. We invite further discussion at upcoming student forums to refine the 2025 Kick Off. Ensuring student safety and inclusion remains JSU's top priority, and this shift is a step toward achieving that goal. We are currently working hard to create a Kick Off which brings just as good as an experience for the new students as known previously and hope to see many of you involved in one way or another.

Work environment

We are highly appreciative of the raised concerns regarding the work environment of our remunerated. Creating a safe, supportive and comfortable work environment is of paramount importance to us and we take this very seriously. Due to the huge organisational changes this operational year, a number of challenges emerged resulting in a demanding work environment.

From an organisational standpoint JSU does everything within given power to uphold and support the involved individuals in their work environment. JSU has an open-door policy for all. The Chief of Staff is responsible for the overall work environment and has always been extensively involved in the support of the remunerated. The President is responsible for the work environment and wellbeing of the generals and acts therefore also in close dialogue with the remunerated. This year the Presidium and the Chief of Staff have worked extremely closely together, in order to better the circumstances for others to the best of their ability. Examples of measures taken are the redivision of tasks, a closer collaboration with student healthcare and the option for professional care when needed.

We have continuously conversed with the remunerated throughout the series of events regarding their feelings about safety and health, since we do not only work together but also care for one another. We have received almost only positive feedback when it comes to the amount of support given from JSU to the involved individuals.

As much as we would like to solve every possible challenge which our remunerated encounter, at times situations occur outside of our reach, jurisdiction and/or decision power. When you work for JSU you represent the organisation almost at all times as people tend to link decisions to individuals, sometimes even on a personal level. Therefore, situations occur outside of office which makes it hard for the JSU to control and/or protect our involved individuals from this.

Concluding, the work environment is of utmost importance to us and for future references we will continue to uphold the safe and supportive atmosphere we strive to have every day.