



THS POLICY FOR EQUALITY, DIVERSITY AND EQUAL TREATMENT

Background

Equality, diversity and equal treatment (JML) are prerequisites for Fellowship, Progress and Joy. Tekniska högskolans Studentkår (THS) should be a place where everyone can feel safe, be yourself, and develop as a person. THS should be a safe environment where discrimination and harassment are not present.

History

The document was developed by the Project group JML policy. The working group consisted of:
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Adopted by the Student Union Council 2015-05-12

Purpose

The purpose of the equality, Diversity and equal treatment policy is to define and establish guidelines for how THS works with JML. The policy should be a tool and support in JML-work in THS.

Area of Application

The policy of equality, diversity and equal terms applies throughout the THS and the organizations and companies governed thereunder. This includes chapters, associations and groups within THS.

The policy also covers THS business, individuals representing the THS and all events at THS premises.

Definitions

Equality

That all people are of equal value, they have the same status and respect.

Diversity

Variation of characteristics and background of individuals in a group.

Equal terms



That everyone should have the same opportunities, regardless of their circumstances.

Equal treatment

That all individuals are treated on equal same terms.

Discrimination

That someone is treated less favorably than another because of sex, gender identity or expression, ethnicity, religion or belief, disability, sexual orientation or age. Discrimination can be direct, indirect or in the form of harassment.

Harassment

Harassment is behavior that violates a person. Harassment is prohibited under Swedish law if they are related to the seven grounds of discrimination. Harassment may include the use of ridicule or disparaging generalizations. It can also be ignoring or withholding of information. All of the above relating to any of the grounds of discrimination.

In common for all harassment is that it makes a person feel insulted, threatened, insulted or mistreated.

Heterogeneous climate

An environment where different groups and individuals with different backgrounds feel included.

Norm

The behavior that is socially accepted and considered normal. Working norm critically means to identify and question the norms.

Psychosocial

Relates to the interaction between social factors, individual behavior and individual thoughts.

Policy

- THS organization and activities shall provide an **open** and **inclusive** culture and be permeated by **diversity**.
- THS shall have a **safe** and **accessible** physical and psychosocial environment where everyone can develop themselves personally, educationally and career-wise .
- Within THS, all individuals shall be treated **on equal terms** and have the **same opportunity** to take part in THS activities and organization.
- THS shall have zero tolerance for **discrimination** and **harassment**.
- THS shall be actively **norm critical** and **self-investigative**.
- THS shall be a **transparent** organization that communicates in an **accessible** way.



Responsibility

THS Head of student welfare together with THS Head of Educational affairs has overall responsibility for issues of equality, diversity and equality .

Chairman or other responsible for the chapter , association or other group within the THS is responsible for the policy followed in their organization.

Sources

Diskrimineringslagen (SFS 2008:567)

Diskrimineringsombudsmannen

FN:s konventioner om mänskliga rättigheter, Regeringskansliet, 2006

Bryt en norm, Sveriges förenade studentkårer 2010