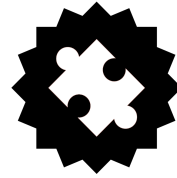


Equality Policy

Established by the Representative Assembly
2024-04-27



SAMHÄLLSVETARKÅREN

Introduction

The purpose of the policy on gender equality, non-discrimination, and diversity is to guide the student union's work on gender equality, positions, and procedures. The policy should be considered in all parts of the organization. A list of terms relevant to the union's work on gender equality, non-discrimination, and diversity can be found in Appendix A.

This policy should be reviewed by the assembly at least every other year to function optimally. New members should be informed by full-time staff in their respective areas when they start and encouraged to read the information when they become active members.

Definition according to the Discrimination law

The Discrimination law (2008:567) includes the following grounds for discrimination: gender, transgender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation, and age. The union also recognizes socio-economic background as a ground for discrimination. Discrimination can be expressed as direct discrimination, indirect discrimination, insufficient accessibility, harassment, sexual harassment, and instructions to discriminate.

Strategy

Inclusivity and representation

The Social Science Student Union strives to be an inclusive organization where students from diverse backgrounds feel welcome. To ensure this, we have the following goals that we work on in our daily work at the union:

Striving for an even distribution, regarding diversity, of elected trust positions representing all members of the union. However, competence should always be the basis.

That diversity should be an important aspect in the nomination committee's work in preparing positions.

- That the union's events should be planned and advertised so that everyone who wants to can participate.

- That the union's internal activities should be organized so that no participant feels offended or unfairly treated.
- That the union should address any cases of discrimination and follow up on them, taking appropriate action.
- That the union's members know where to turn if they feel offended or unfairly treated.
- That the union should work proactively to counteract discrimination and offensive treatment.
- That the union should always use both English and Swedish in its marketing.

Work Environment and Accessibility

A functioning work environment at the union is of utmost importance because active members invest their free time outside of regular studies. The union should be a welcoming, open, and safe place. Full-timers and board members are especially affected by the quality of the work environment. The student union shall always take physical accessibility into consideration when planning events and meetings.

Therefore, the Social Science Student Union should:

- actively work to achieve an internal culture that reduces stress and promotes physical and mental well-being,
- actively work for all members to feel included and have access to the union house (Samvetet),
- ensure a safe physical work environment at Samvetet through safety inspections every semester,
- enable students to express the need for special adaptation, which the union can then accommodate.

Meeting Climate

A big part of the student union's operations is run through the many meetings that are held to plan and follow up the activities. At meetings, it is important that everyone feels safe, included, and welcome to speak,

Because of this, the Social Sciences Student Union shall:

- ensure that meeting information and documents are understandable and available,
- ensure that the work environment is accessible and adapted for the attending members,
- hold meetings in English when non-Swedish-speaking participants are attending and allow for participants to speak Swedish and get help with translation when English is used,

- ensure that everyone gets a chance to be heard, and intervene if power dynamics or any other form of abusive behavior is occurring.

Harassment and Sexual Harassment

What is harassment?

According to the Ombudsman against Discrimination (DO): "Harassment is conduct that violates someone's dignity and is related to one or more of the seven grounds for discrimination. It may involve comments, derogatory jokes, gestures, or exclusion."

What is sexual harassment?

According to the DO: "Sexual harassment is behavior of a sexual nature that violates someone's dignity. It may involve unwelcome propositions, physical contact, or someone, for example, staring, gesturing, or showing pornographic images."

Action Plan

As a general rule, this action plan outlines how cases of harassment and sexual harassment are to be handled by the Social Science Student Union. Harassment is a type of issue where each situation can be said to be unique, which is why the handling should always be adapted to the individual case.

The following steps include:

- Investigate
- Take action
- Follow up

If you feel subjected to harassment or sexual harassment, contact one of the full-timers that you feel comfortable with or alternatively fill out an incident report. Here are the detailed steps that the board of the Social Science Student Union commits to taking after such an incident is reported:

1. The board discusses the matter internally. The person or persons concerned are not allowed to participate in the decision.
2. The board invites the person to a meeting with two board representatives. The purpose of the meeting is to clarify what they feel they have been subjected to. In addition, contact information for additional types of support should be offered. In the event that they do not want to participate in the meeting, the matter shall be handled further and support shall be offered anyway.
3. The board holds an internal discussion based on internal guidelines.

4. The board invites the "accused" to a meeting with the same representatives as in point 2. The purpose of the meeting is partly to inform the person about the allegations, partly to clarify how they relate to the alleged sequence of events. In addition, they should be offered contact information for additional types of support. In the event that the person does not want to participate in the meeting, the matter shall be handled further and support shall be offered anyway.
5. The board conducts a minor investigation according to internal guidelines.
6. The board decides on any measures. Measures may include warning, suspension, removal, or exclusion from the union. Decisions on warning and/or suspension are made by the board. The suspension shall be time-limited and apply to all three pillars of the Social Science Student Union, i.e., events, education, and job market.
7. The board informs the involved parties of any measures taken.
8. Any measures are implemented.
9. The board initiates a follow-up process, which includes;
10. Asking the person who brought the matter to attention for any feedback on how the matter has been handled and the effect of any measures taken.
11. The board shall investigate what can be done to prevent similar incidents from occurring again. This also includes handing over the results of the follow-up work to the incoming board.
12. In cases where the board has decided to issue a warning and/or suspend the accused, this shall be documented internally. At the beginning of the next operational year, the incoming board shall be provided with a compilation of relevant cases handled during the operational year.

GDPR

The full-time staff member is responsible for documenting the incident, preferably in writing and stored in a manner to ensure compliance with GDPR guidelines. It is important to remember that this information is strictly confidential and should not be shared with others who are not involved. Therefore, it is good practice to keep the person in question anonymous.