

# Policy of equality

Existing plan for equal treatment and equality for an including business

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## 1. Background & purpose

Stampus is a student association that focuses on the student social life in the city of Helsingborg. Membership in the student association is only available to the students whom are studying at Lund University or other higher educational institutions in Helsingborg. Stampus student association shall work to ensure that all members have the opportunity to take part in the association's activities and to engage in them, whilst at the same time creating a sense of security. All members of the association, the student association's board and external partners must therefore ensure that no one is subjected to discrimination or harassment during the activities and events that the association conducts. Stampus student association shall continuously work to gain a wider understanding of equal treatment issues that relate to all grounds for discrimination, i.e.: gender, gender identity or expression, ethnic affiliation, religion or other beliefs, disability, sexual orientation and age.

## 2. Enforcement

This equal treatment plan is a document that forms the basis of planning, follow-up work and internal revision within the framework of preventive work towards equal treatment within the student association's activities.

## 3. Definitions according to the Discrimination act

Definitions of the concepts covered by this policy can be found in the Discrimination Act (SFS 2008:567).

### 3.1 Discrimination

Based on the Discrimination Act, Chapter 1. § 4, refers to discrimination as:

*partly* direct discrimination: That someone is disadvantaged by discrimination of a negative nature, where the disadvantage is directly related to one of the different grounds for discrimination.

*partly* indirect discrimination: that someone is disadvantaged by the application of a provision, criterion or procedure which appears unless it has a legitimate purpose and the means used are appropriate and necessary to achieve the purpose.

*partly* lack of accessibility: that a person with a functional variation is disadvantaged in that such accessibility measures have not been taken for that person to get into a comparable situation with persons without this functional impairment which are reasonable based on requirements for availability in law and other regulations, and with regards to:

- the economic and practical conditions
- the duration and extent of the relationship or contact between the operator and the individual
- other relevant circumstances

### 3.2 Harassment and sexual harassment

Based on the Discrimination Act, Chapter 1. § 4, is meant by harassment: an act that violates the dignity of someone connected with one of the grounds of discrimination.

Based on the Discrimination Act, Chapter 1. § 4, refers to sexual harassment: an appearance of a sexual nature that violates someone's dignity.

### 3.3 Instructions to discriminate

Based on the Discrimination Act, Chapter 1. § 4, means instructions to discriminate: orders or instructions to discriminate someone in a manner referred to in 1-5 and which is directed to someone who is in obedience or dependence on the person who submits the order or instruction or who, in relation to this person, undertook to fulfill an assignment.

## 4. The boards responsibility

- The board is responsible for revising this policy and the equal treatment plan every fiscal year.
- Each individual elected member of the board has the ultimate responsibility for working on the basis of the policy and counteracting discrimination in the work of the board.
- The board is responsible for working through an active approach to proactively preventing the attitudes that create and maintain discrimination and harassment according to the aforementioned definitions from the Discrimination Act.
- The board is responsible for informing all members about the student union's equal treatment plan. The equal treatment plan should be easily accessible to both members and external guests.
- The Board is responsible for compliance with this policy.

### 4.1 Preventive work

Stampus student association runs the business in accordance with the Anti-Discrimination Act with preventive measures where all members must have equal rights and opportunities within the business regardless of gender, gender identity or expression, ethnic affiliation, religion or other beliefs, disability and sexual orientation and age.

### 4.2 The University's responsibility for harassment within Stampus association

If the exposed person feels that the situation may have an impact on the study environment, the university has a responsibility, in such situations the head of the department where the exposed student studies should be contacted.

## 5. Taking action

If a situation arises where a person is subjected to discrimination and/or harassment within the business, the president of the student union's board must be contacted directly who should take immediate action. In situations where a person who feels discriminated and/or harassed and does not want/can not contact the president, the person may primarily turn to another elected board member.

In the event of discrimination and/or harassment, the president of the Stampus board shall:

1. Gather as much information as possible about the event, such as time, location, event progress and the parties involved. This is done through confidential conversations with the person who has been discriminated/harassed and the person who is considered to have been discriminating/harassing. As well as discussions with both parties together if this is deemed as appropriate.
2. Contact interested parties in cases where it is possible to inform the situation and to offer the affected assistance and guidance.
3. Discuss the matter within the board that decides on measures such as reminder, warning, exclusion, mediation, contact with the head of the university, etc.
4. Follow up the event to prevent discrimination and/or harassment from occurring again and to work preventively.
5. Support serious incidents where the victim may need assistance with filing a police report. The victim is always entitled to file a report to the police on his/her own initiative.

## 6. Contact

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