

Guidelines against unequal treatment, discrimination, harassment, sexual harassment and retaliation

Mid Sweden University's standpoint

Mid Sweden University should be an institution and a place of work that is free from unequal treatment, discrimination, harassment, sexual harassment and retaliation. The equal value of all people is an evident cornerstone for all activities at Mid Sweden University. Our activities rest on a foundation of participation and discussion. Employees and students should all be treated with respect, dignity, and with consideration for differences in order to bolster each individual's opportunities for work or study, so as to improve the work carried out at Mid Sweden University.

Mid Sweden University must combat discrimination and in other ways promote equal rights and opportunities, regardless of sex, gender identity, ethnicity, religious or other beliefs, sexual orientation or disability.

The purpose of these guidelines is to make it clear to all employees and students that Mid Sweden University does not accept unequal treatment, harassment, sexual harassment or retaliation at the workplace or institution. These guidelines are based on current legislation, primarily the Discrimination Act and the Organisational and Social Work Environment provisions (AFS 2015:4).

Employer

If we as an employer become aware of the fact that an employee considers that they have been subject to unequal treatment, discrimination, harassment or sexual harassment by anyone performing work or in a position as an intern with the employer, the employer is obligated to investigate the circumstances and, when appropriate, take the measures that may reasonably be necessary in order to prevent harassment in the future.

Employees

Employees at Mid Sweden University are expected to actively contribute to a working environment that is free from unequal treatment, discrimination, harassment, sexual harassment and retaliation. Employees are urged to immediately contact their immediate supervisor if they become aware of the presence of such behaviour at the workplace.

Training coordinator

According to the Discrimination Act, employees of the organisation shall be equated with the training coordinator when acting within the scope of that position. This means that their decisions, actions and omissions are covered by the prohibition against discrimination. It also means that employees have an obligation to make an investigation as soon as they become aware that a student is suspected to have been subjected to unequal treatment, discrimination, harassment or sexual harassment.

Students

Students at Mid Sweden University are expected to actively contribute to a study environment that is free from unequal treatment, discrimination, harassment, sexual harassment and retaliation. Students are urged to contact their immediate department head right away if they become aware of the presence of such behaviour at the institution.

Definitions

The Swedish term for **unequal treatment** includes the word "insulting", which involves degrading an individual or group by words or actions. Unequal treatment means that a person is inexplicably and unfairly treated differently to others, carrying the risk of being pushed outside of the workplace community. Examples include deliberately insulting or ostracising a colleague, excluding or making things difficult for them by withholding important information or not inviting them to meetings that they should have participated in.

Direct discrimination is when an individual is dealt with unfairly by being treated worse than others are treated, have been treated or would have been treated, if the unfair treatment is linked to sex, gender identity, age, ethnicity, religious or other beliefs, sexual orientation or disability.

Indirect discrimination is when an individual is treated unfairly through the application of regulations, criteria or procedures that appear to be neutral but that in reality put people at a particular disadvantage due to their sex, gender identity, age, ethnicity, religious or other beliefs, sexual orientation, or disability, unless the regulations, criteria or procedures can be justified due to legitimate objectives and that the measures are appropriate or necessary to achieve such an objective.

Harassment involves behaviour that insults a person's dignity and that is related to the individual's sex, gender identity, age, ethnicity, religious or other beliefs, sexual

orientation, or disability. Examples include derogatory jokes and comments, and the spreading of rumours or degrading images.

Sexual harassment involves behaviour of a sexual nature that insults a person's dignity. Examples include demanding sexual services, physical contact, touching, text messages or images of a sexual nature, suggestive glances and sexual innuendos.

Retaliation involves a person being subjected to some kind of punishment or negative treatment as a reaction to him or her complaining about or reporting discrimination.