



UPPSALA
UNIVERSITET

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Action plan for equal treatment of students 2016

Adopted by the Vice Chancellor on 08/04/2014

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Introduction

At Uppsala University all employees and students shall be treated with respect and be given the opportunity to work and study on equal terms regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or social background. Equal opportunities are a quality issue for the organization and a justice issue for the individual.

The point of departure for this action plan is the Higher Education Act (SFS 1992:1434), Discrimination Act (SFS 2008:567), Ordinance (2001:526) Regarding the Responsibility of Governmental Authorities for Implementing the Disability Politics and Uppsala University's Equal Opportunities Programme.

Uppsala University's Equal Opportunities Programme states the targets and strategies which apply for the work on equal opportunities and who is responsible for respective supports of the systematic work on equal opportunities.

This action plan states the decided standing assignments, targets, measures and the division of responsibilities. The action plan also states how the work shall be followed up. The action plan is adopted by the Vice Chancellor of the University.

Each domain/faculty board shall also annually prepare an action plan for equal treatment of students. This shall have concrete information on how the University's shared intentions for equal treatment of students shall be implemented within the disciplinary domain/faculty. The starting point should therefore be the pan-university Action plan for equal treatment of students. The respective faculty's Action plan for equal treatment of students shall be published on the respective website.

Follow-up

The officer in charge of implementation of assignments and measures in the pan-university action plan must submit reports within the framework of regular follow-up of activities. This applies to measures at both pan-university, disciplinary domain/faculty, and the department level/equivalent.

Based on the reports, annually the Human Resources Division compiles how the assignments and measures of the previous year have been carried out.

In accordance with its commission, the Council for Equal Opportunities shall analyse the annual follow-up of the University's work on equal opportunities and report to the Vice Chancellor in a manner that all grounds of discrimination are highlighted.

Standing assignments

Equal opportunities work shall be integrated into all activities at Uppsala University. This means that the work shall primarily consist of continuous efforts in the daily work. The assignments are generally formulated. How the assignments are carried out shall be stated in the annual follow-

A. Standing assignments which cover the entire University

Work and study conditions

- All managers in charge within all activities shall actively work towards ensuring that the work environment/study environment is free from discrimination, offensive behaviour and harassment. All employees, including doctoral students and students shall be informed

about the meaning of the concepts harassment and sexual harassment, and where the University's information material "On the prohibition of and measures against discrimination. Information for students"¹ is available.

- All those who are active shall be given the opportunity to combine studies, research and other work at the University with parenthood. The guidelines are stipulated in "Uppsala University's parental policy."
- Individual adaptation and accessibility measures for people with disabilities regarding premises, furniture and fittings and equipment shall be taken in accordance with specific decisions.
- All managers in charge within all activities shall work towards highlighting heteronormativity in the work and study environment and actively counteract its consequences.
- Aspects concerning equal opportunities shall be integrated when updating provisions, guidelines, action plans and programmes.

Information

- Students shall routinely be informed about the support which can be offered to students with disabilities.
- Students shall routinely be informed about the activities at the Language Workshop and Reading studio.
- The information of the University shall be designed so that people with disabilities can communicate with Uppsala University and search for information on equal terms as every other student, employee or visitor.

B. Standing assignments which specifically cover the disciplinary domains, faculties and departments

Work and study conditions

- The Faculty Boards shall decide on measures which result in each student in courses which result in interaction with patients/clients/equivalent acquiring greater awareness on different living conditions of people in terms of sexual orientation, transgender identity or transgender expression. Examples of such courses are law, teaching, psychology and theology, social studies, courses within behavioural science and all programmes within medicine and pharmaceuticals.
- Students at Uppsala University shall, as far as possible, be offered teaching by lecturers/supervisors of different sex. This relates to entire education programmes and subject studies of at least 30 credits.
- Teaching and examination forms shall be adapted and made available for students with disabilities.

¹ "About prohibition of and measures against discrimination. Information for students and employees" can be downloaded as a PDF from the Employee portal <https://mp.uu.se/web/info/anstallning/likavillkor/program-plan-riktlinjer>.

Information

- Each department/equivalent shall clearly state on its website who at the department/equivalent students with disabilities can contact for support in the study situation.
- Each department/equivalent shall translate its information material related to recruitment, work conditions and harassment to English.

Gender Equality officers and working groups

- Each department/equivalent shall appoint a Gender Equality Officer and working group. Both employees and students shall be represented in the working groups. The domain/faculty boards/equivalent are recommended to, in an equivalent manner, establish special bodies for investigating gender equality cases.

C. Standing assignments which specifically cover the University Administration

- **Standing assignments to the University Director and how the University Director has distributed these assignments are presented below. How the assignments are carried out shall be stated in the annual follow-up.**

Division for Communication and External Relations

- Consider aspects related to equal opportunities for text and image production.
- Ensure that new web publishing tools comply with international standards for accessibility on the web.

Buildings Division

- Comply with the guidelines in the series “Riv Hindren – Riktlinjer för tillgänglighet”² (Tear Down the Barriers – Guidelines for Accessibility) for reconstruction and/or new construction.
- Plan for furnishing and equipment required for people with disabilities are included in connection with supply of premises measures.
- Design and introduce procedures for the equal opportunities perspective being considered in connection with new construction.

Human Resources Division

- Advertise once per term in Swedish and English about the Discrimination Act in student union magazines.
- Conduct follow-up of assignments and measures in the “Action plan for equal opportunities” in accordance with the requirements of the Discrimination Act.

² “Tear Down the Barriers – Guidelines for Accessibility. In accordance with Ordinance 2001:526 which is concerned with the responsibility of national authorities for the implementation of disability policy” can be downloaded as a PDF from www.mfd.se.

- Inform relevant people at the University that they shall inform their partners within placement studies about the Discrimination Act and “Guidelines for handling harassment cases in accordance with the Discrimination Act”³.
- Provide information, advice, competence development, and training about equal opportunities to the entire operations. Utdela ekonomiskt bidrag till fakulteter som organiserar formella nätverks- mentors eller fadderverksamhet för doktorander som är kvinnor.
- Translate to English newly produced regulations, guidelines, action plans and procedures within the division's functional responsibility.

Planning Division

- Offer consultative support and training within the area of accessibility from an educational perspective.
- Offer courses on the treatment of heterogeneous student groups “Nya studenter – nya utmaningar” (New students – new challenges), focusing on lecturers, administrative staff and others who have contact with students as a part of their work.
- Provide English courses for teaching staff that are expected to lecture in English.
- Collaborate with the Council for Equal Opportunities for the integration of equal opportunities work in the University's quality management.

Student Affairs and Academic Registry Division

- Consider aspects related to equal opportunities for text and image production.
- Offer consultative support and training within the area of accessibility for student cases.
- Offer service and provide support to students with disabilities.
- Inform about the various forms of support which Uppsala University offers to students in the form of, for example, the Language Workshop.
- Participate in the University's work on accessibility issues.

³ Uppsala University's “Guidelines for handling harassment cases in accordance with the Discrimination Act” are accessible as a PDF in the Set of targets, rules and regulations at www.uu.se.

Measures

Attaining the period's targets requires distinctive efforts from the disciplinary domains, faculties and departments/equivalent as well as the University Administration. Measures at the disciplinary domain, faculty and department level/equivalent are determined by the respective University management.

The person(s) assigned responsibility must lead or be responsible for the investigation and planning necessary for the measure in question to be decided or implemented by the person or body authorized to do so.

2016

University Administration

- Implement each campus area's buildings in the accessible model for web-based orientation drawing.
Officer in charge: University Director (Head of the Buildings Division in collaboration with the Director of Communication)
- Rectify deficiencies in lecture and seminar halls for hearing technical aids.
Officer in charge: University Director (Head of the Buildings Division)
- If possible, offer operational areas the opportunity to LGBT certify areas of the operations.
- Investigate the situation of foreign doctoral students in terms of the work environment and working conditions.
- Prepare proposals for designing mentor operations for doctoral students.
Officer in charge: University Director (Director of Human Resources)
- Investigate the social study environment for students, including exchange students and students in international programmes, from an equal opportunities perspective.
Officer in charge: University Director (the Director of Human Resources in collaboration with the Planning Director and Head of the Student Affairs and Academic Registry Division)
- Evaluate measures which have been conducted for reducing absence due to illness among female doctoral students.
Officer in charge: University Director (Director of Human Resources in collaboration with heads of the Faculty offices)

Appendices

Appendix 1. Glossary

Discrimination Act (2008:567)

The Discrimination Act entered into force on 1 January 2009 and replaced the previous acts which in the civil law area regulated discrimination: the Equal Opportunities Act, Act on Measures against Discrimination in Working Life on Grounds of Ethnic Origin, Religion or other Belief, Prohibition of Discrimination in Working Life on Grounds of Disability Act, Act on a Ban against Discrimination in Working Life on Grounds of Sexual Orientation, Equal Treatment of Students at Universities Act, Prohibition of Discrimination Act and Act Prohibiting Discriminatory and Other Degrading Treatment of Children and Pupils. The Discrimination Act shall combat discrimination and in other ways promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Ethnicity

Is defined in the Discrimination Act (2008:567) as: national or ethnic origin, skin colour or other similar circumstance.

Disability

Is defined in the Discrimination Act (2008:567) as: permanent physical, mental or intellectual limitation of a person's functional capacity that as a consequence of injury or illness existed at birth, has arisen since then or can be expected to arise. Disability is not a characteristic of a person. Instead it is the environment which can be disabling. It may involve deficiencies in accessibility for, for example, public premises, information, the opportunities for work, etc.

A disability may entail lifelong impairments of functions which may have consequences for the opportunity of people to perform different activities and restrict the sort of life people actually want to lead. There are different definitions of what constitutes a disability, which makes it difficult to estimate how many people have a disability.

Action plan for widening participation

Since 2002 the Government has commissioned higher education institutions to work on widening participation. The Student Affairs and Academic Registry Division at Uppsala University has been commissioned to prepare an action plan for widening participation. Widening participation entails attaining a more proportional distribution of the student population in terms of ethnic and social background, sex and disability.

Action plan for equal treatment of students

Is an action plan which education providers annually shall prepare centrally and at the domain/faculty level. It shall contain measures to promote equal rights and opportunities for students who participate in or contact the operations. In accordance with the Act, the action plan shall cover at least the grounds of discrimination sex, ethnicity, religion or other belief, disability or sexual orientation.

Heteronormativity

The conception that everyone is heterosexual and that this is the natural and desirable way to live. One of the starting points is expectations of womanhood and manhood as opposites and supplements of each other. Heteronormativity is about power. Those who belong to the heterosexual norm have the privilege of being something more than their sexual orientation and also have the power of assessing what is different and undesirable. Those who transgress the boundaries of heterosexuality are perceived as deviants. Source: Glossary of Equality Ombudsman (DO), www.do.se.

Sex

Is defined in the Discrimination Act (2008:567) as: that someone is a woman or a man.

Transgender identity or expression

Transgender identity and expression is defined in the Discrimination Act (2008:567) as: that someone does not identify herself or himself as a woman or a man or expresses by their manner of dressing or in some other way that they belong to another sex.

Reading studio

The Reading studio is located in the library at the Campus area called Blåsenhus and can be accessed when the library is open. The Reading Studio has two computer stations with various programs and functions for people with reading impairments. When you schedule a time, choose the computer station that is most suitable to your needs. Link to the website of the Reading Studio: www.ub.uu.se/sv/Service/For-dig-med-funktionshinder/Lasstudio/.

Diversity

The concept diversity stands for a numerical representation of various categories. The concept often refers to ethnic categories, which in Sweden are directly associated with countries of birth. In this action plan diversity refers to the grounds of discrimination ethnicity, religion or other belief.

Religion or other belief

This ground of discrimination is not defined in the Discrimination Act (2008:567). The legislative history of the Discrimination Act (2008:567) Government Bill 2007/08:95 exemplify what is perceived as other belief. These are views such as Buddhism, atheism and agnosticism. However, racist beliefs for example are not covered. Even ethical or philosophical values which are not related to religion fall outside. Political views are not either covered (Government Bill page 81–83).

Sexual orientation

Is defined in the Discrimination Act (2008:567) as: homosexual, bisexual or heterosexual orientation.

Language Workshop www.sprakverkstaden.uu.se

Accessible PDFs

An accessible PDF means that the file has been created in such a manner that a person who with an aid gets the file read to them, is clearly informed of what the heading is, what the running text is and how any images appear.