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Uppsala University Equal Opportunities Programme

Adopted by the University Board on 16 June 2016

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Foreword by the Vice-Chancellor

Uppsala University is a place of work and study for over 50,000 people, a population equivalent to a small Swedish town. Here, everyone should be able to work, act and influence on equal terms. In our Mission and core values, we write that:

Uppsala University will be an inspiring environment in which every employee and student is able to develop personally, professionally and academically, where a diversity of experience and individual initiatives are nurtured.

For this to happen, all students and employees must be met with an environment characterised by respect and understanding, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, functional diversity, sexual orientation or age. For us, this is obvious. It is a matter of both fairness and quality.

We work systematically to ensure we have the conditions for everyone to be able to work and study with us on equal terms, and we have created an organisation that will ensure we live up to our promises. We have vowed that every individual who comes to Uppsala University will feel respected. And we also expect everyone who applies here to respect these values.

Together, through education and training, we combat prejudice and structural discrimination. Diversity contributes to creativity and can raise the quality of what we do. Our higher-education institution and our position among the world's top universities are things we strengthen together, on equal terms.

Eva Åkesson

Introduction

Uppsala University's equal opportunities work will comprise an integral part of our organisation and will aim to increase the quality of our education, research and collaboration by ensuring equal rights and equal opportunities for all individuals.

This equal opportunities work will be carried out systematically, be informed by fundamental principles of human equality, and be based on the Higher Education Act (SFS 1992:1434), Ordinance (SFS 2001:526) regarding the responsibility of governmental authorities for implementing the disability policy, and the Discrimination Act (SFS 2008:567). The Discrimination Act covers seven grounds of discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

At Uppsala University, the terms sex, transgender identity or expression, ethnicity, religion or other belief, functional diversity, sexual orientation and age are used to describe the grounds of discrimination. Equal opportunities work also includes efforts to broaden recruitment based on these grounds and based on social background.

The University's employees and students will treat each other with respect and support and encourage each other to develop their full potential. Persons applying to, or coming in contact in another way with, the University and its activities must also be treated according to these requirements for respect and equal conditions.

The enshrinement of democratic values and a rich culture of intellectual exchange between people with different backgrounds and experiences are extremely important to the quality of research and education at the University. An equal opportunities perspective is therefore essential in the recruitment of employees and students.

Responsibility

The University Board and the Vice-Chancellor have ultimate responsibility for ensuring that prevention and promotion initiatives regarding equal opportunities are implemented at Uppsala University.

Operational responsibility rests with the chairpersons of the faculty boards, the heads of department and all other leadership and management personnel at the University. This work will be carried out in cooperation between employers and employees, and between education providers and students.

Uppsala University's Equal Opportunities Advisory Board advises the Vice-Chancellor in matters relating to long-term and strategic equal opportunities work. The Board will help ensure that the overall work for equal opportunities is based on the organisation's needs and resources. The Board will also prepare proposals for the University's central programme and planning documents in the area of equal opportunities, and work to ensure these are anchored and implemented in the organisation.

Starting-point

The equal opportunities work will meet internal and external requirements set by the University as employer and education provider, and contribute to the fulfilment of the goals formulated in "*Uppsala University: mission and core values.*"

The Equal Opportunities Programme is based on *Uppsala University: mission and core values* and provides guidelines and structure for the University's systematic equal opportunities work.

The University-wide action plan for the systematic equal opportunities work is based, in turn, on the *Equal Opportunities Programme*, and contains the active measures that must be systematically implemented in order to achieve the University's goals for equal opportunities work.

Follow-up

Uppsala University management is responsible for the implementation of the University's systematic equal opportunities work. The Disciplinary Domains, University Administration and other University units shall, in operational plans and follow-up, describe planned and implemented measures related to the programme.

The programme shall be reviewed every other year and reported to the University Board at the April meeting. The Equal Opportunities Advisory Board will support the review and revision process. A preparedness must be provided for ongoing re-evaluations and changes in priorities.

Goals and Strategies for Equal Opportunities Work

Goal

Management and leadership personnel work to ensure equal opportunities for everyone at Uppsala University

Strategy

- ensure that management at all levels are capable and qualified as regards equal opportunities with respect to salary setting and skills development
- ensure that managers and leadership at all levels are capable and qualified as regards equal opportunities with respect to communication, participation and an inclusive approach
- prepare clear procedures for communication so that everyone at Uppsala University is familiar with the University's organisation, its study and working conditions, and current policy documents related to equal opportunities
- ensure that all students and employees are aware of how the University handles harassment and discrimination under the Discrimination Act
- ensure that all students and employees can combine work and studies with parenthood

Goal

Promote broadened recruitment and broadened participation for students and employees at all levels in order to achieve diversity in respect to gender, background and experience – in all programmes and courses, in all employment categories and in all preparatory and decision-making bodies

Strategy

- integrate an equal opportunities perspective throughout the employee recruitment process
- ensure that the University actively works with recruitment measures in order to increase diversity among the students as regards gender, background and experience
- ensure that the University maintains an equal opportunities perspective in its work to improve student retention rates i.e. measures to improve student completion
- utilise the skills and experience of all students and employees to maintain and develop the quality, breadth and diversity of research and teaching
- ensure that, as far as possible, women and men are nominated in equal numbers to preparatory and decision-making bodies
- ensure that structures and cultures at Uppsala University are inclusive

Goal

No individual working or studying at, or applying to, Uppsala University is subjected to harassment or discrimination on grounds of sex, transgender identity or expression, ethnicity, religion or other belief, functional diversity, sexual orientation or age

Strategy

- ensure the implementation of a systematic work with active measures to prevent harassment and discrimination in all of the University's activities

Goal

There are no unjustified differences in wages or other terms and conditions of employment between employees who perform the same or equivalent work

Strategy

- rules and practices regarding wages and other terms and conditions of employment are continuously surveyed, analysed and revised when necessary
- wage differences between employees who perform work considered to be the same or equivalent are continuously surveyed and analysed, and unjustified wage differences are remedied

Goal

The University's activities, information and premises are accessible to all concerned, regardless of functional diversity

Strategy

- ensure that the University systematically reviews premises, activities and information with regards to **functional diversity** and implements measures based on current legislation

Goal

Support functions and infrastructure for equal opportunities work meet the needs of the organisation

Strategy

- ensure that there are the resources and expertise to integrate equal opportunities work at all levels
- ensure that there are conceivable requirements and assignments for implementing the University's equal opportunities work at all levels