Student Union Malmö's Equal treatment policy

Introduction

Student Union Malmö works so that everyone who wants to be part of the Student Union will feel welcomed and included in the organisation and that is why we have come forward with a policy for equal treatment where we explain how this work shall be implemented.

All employees, associations, student groups and elected members of the Student Union shall follow this policy. There are different levels of responsibilities. The Student Union's board is responsible for the implementation of this policy. The highest level of responsibility lies with the president of the Student Union who is the main responsible student representative for work environment.

The Student Union Malmö's work with equal treatment consists of this Policy for Equal Treatment, and Equal Treatment Plan and a Handbook for Safe Events. The Equal Treatment Plan shall be based on the policy for equal treatment and shall contain the different measures the Student Union has to work with for the next operational year as well as division of responsibility. Actions in the equal treatment plan have to be measurable either qualitatively or quantitatively.

Student Union Malmö shall work with active measures in order to counteract discrimination and to promote equal treatment regardless of discrimination ground. Student Union Malmös work with equal treatment is based on the seven discrimination grounds according to the Discrimination Act (2008:567).

Ethnicity

Student Union Malmö shall work so that everyone regardless of ethnicity are included. The term ethnicity refers to an individual's national or ethnic origin, skin colour or other similar characteristics and everyone are welcome to Student Union Malmös activities. Ethnicity shall not be reasons for someone to be treated differently in a negative way.

Disability

The Student Union Malmö shall work so that everyone regardless of disability prerequisites are included. Disability entails a reduction of a person's physical, mental or intellectual capacity. The Student Union Malmö shall as far as possible be accessible according to different needs.

Sex, gender identity or gender expression

The Student Union Malmö shall work so that everyone regardless of sex, gender identity or gender expression are included. Sex, gender identity or gender expression shall not be reasons for someone to be treated differently in a negative way. They should never be reasons for harassments or sexual harassments and no unwelcomed actions of sexual nature are tolerated within the Student Union Malmö.

Religion or other belief

The Student Union shall work so that everyone regardless of religion or other belief are included. Different treatment in a negative way due to religion or other belief is not tolerated.

Sexual orientation

The Student Union Malmö shall work so that everyone regardless of sexual orientation are included. Sexual orientation shall not be reason for someone to be treated differently in a negative way.

Age

The Student Union Malmö shall work so that everyone regardless of age are included. Age means the length of life reached. All people, regardless of age, are protected by the Discrimination Act, and age shall not be reason for someone to be treated differently in a negative way.

Revision

The Policy for Equal Treatment shall be discussed and if necessary be updated by the board before each new operational year.