

# Student Union Malmö's equal treatment plan

## Introduction and purpose

Student Union Malmö works so that everyone within the Student Union can feel welcome and included in the organisation.

Student Union Malmö's work for equal treatment builds upon the Swedish Discrimination Act and information from the Equality Ombudsman.

## List of definitions

### Discrimination

When someone is treated unfavourably or when a person's dignity is violated. The unfavourable treatment or the violation of the person's dignity must have a connection to one of the seven grounds of discrimination. Discrimination can be direct or indirect. Inadequate accessibility, harassment, sexual harassment and orders or instructions to discriminate are also forms of discrimination.

### Protected grounds of discrimination

Protected grounds of discrimination are what the Swedish legislation defines. Protected grounds of discrimination are ethnicity, disability, sex, gender identity or expression, religion or other beliefs, sexual orientation and age.

### Norms

Norms are unwritten and often implied rules where a group, often the majority, defines what is "right". Norms change over time and can be different in different situations.

### Degrading treatment

Degrading treatment is defined as an act that violates someone's dignity, but which is not connected to the protected grounds of discrimination.

## Forms of discrimination

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Down below the different forms of discrimination, prohibited by law, are presented; direct discrimination, indirect discrimination, lack of access, harassment and sexual harassment, and direction to discriminate. The definitions are taken from Diskrimineringsombudsmannen.

### **Direct discrimination/Discrimination according to the law**

Discrimination according to the law means that a person is treated as being of less value because of one of the categories defined by discrimination. Discrimination happens also within any of the areas restricted by the law, such as the job environment or in school. There must be a dependent relationship between the discriminated and the discriminator, for example that the discriminator helps the discriminated financially. A dependency relationship can also include that the one responsible for investigating harassment and discrimination neglects to do so.

### **Indirect discrimination**

Indirect discrimination occurs where someone in a position of power makes a decision or follows a course of action that can seem to be neutral, but which in practice unfairly puts a member of a group, or a group at a disadvantage.

### **Lack of accessibility**

Accessibility concerns partly physical access, such as whether a premises or activity is accessible simply physically (access to an elevator, etc.) and to things that aren't physical, such as access to information and how protocol happens within an organisation.

### **Harassment**

Harassment is an action which harasses one's dignity. The harassing event must have a connection with one or more of the discrimination law's categories to be considered discrimination. Harassment can be, for example, a "joke" or put-down generalisations with a connection to the discrimination categories.

### **Sexual harassment**

Harassment can also be of a sexual nature. This is "sexual harassment." Aside from comments and words, this can be such that someone for example touches inappropriately or gives offensive looks. This can also include unwelcome compliments, invitations or allusions.

### **Directions to discriminate**

Directions to discriminate occur when someone gives an order or directions to someone who is dependent, such as an employee, to discriminate against someone. This can also occur if a direction to discriminate against a person or organisation which undertakes a task, such as hiring organisation.

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## How does Student Union Malmö counter discrimination, harassment and sexual harassment?

Student Union Malmö will use active measures to counter discrimination and promote equal treatment irrespective of the grounds for discrimination. The equal treatment plan has three parts. The first deals with the Student Union actively promoting the rights of possibilities for all within the union. This work is directed to all in the organisation and operates without pre-existing grounds. The second deals with precluding discrimination and harassing treatment.

Student Union Malmö will investigate and document all cases of discrimination.

### Active measures

Student Union Malmö's work with active measures happens continuously in four stages: investigation, analysis, action upon and following up on, and evaluation.

#### Investigation

Student Union Malmö will investigate risks for discrimination, reprisals and other obstacles for equal treatment. Investigations can be through questionnaires or interviews, for example. Investigations will be generally adapted and not individual investigations. Possible sensitive personal information that can be linked to a certain individual will not be saved.

#### Analysis

Student Union Malmö will analyse causes and obstacles which are discovered and conclusions will be drawn about why this appears to be the case - questionnaires and interviews will be analysed.

#### Action

Student Union Malmö will identify needs and go forward with measures which are based on investigations and analyses.

#### Follow up and evaluation

Student Union Malmö will follow up and evaluate the different measures taken. Following up and evaluating can be used in the first stage in the next cycle with active measures, meaning the investigation.

## Safe events free from discrimination and offensive treatment

The Student Union Events shall be free from all forms of discrimination and violations. How we can promote this is by educating our associations about equal treatment, discrimination, alcohol consumption and consent, and by ensuring that all of our events are as open and accessible as possible.

**In the occurrence of discrimination, any form of harassment or degrading treatment**

The Student Union Malmö will work actively to counteract all forms of discrimination, but if / when discrimination occurs, there must be clear guidelines on how the Student Union Malmö handles these cases.

All cases of discrimination, abusive treatment and sexual harassment need to be taken seriously and that is why the Student Union Malmö urges all students to always come forward with whether it should happen to them or someone they know.