



GÖTEBORGS UNIVERSITET

## **EQUAL TREATMENT POLICY 2007-2010**

*Excerpt from the Göteborg University strategic plan for 2007-2010:*

### **Our values**

*Our organization focuses on working continuously with a view to ensuring a positive work environment in which all staff and students, irrespective of sex, ethnicity, religion or faith, possible disabilities, sexual orientation, transgender identity or age have every opportunity to enhance their development. Increased diversity in the student population as well as among the employees will improve the quality of the university as a whole. We consider it self-evident to have an equal distribution of women and men throughout the organization.*

*The university is an environment characterized by having many different groups of both personnel and students. We operate on the assumption that all groups are equally important and should have equal opportunities to participate.*

### **Our vision**

*Göteborg University is to have dynamic contact with the world around it – to be inviting, readily accessible, and open to collaboration with other stakeholders, even outside the world of academia, in a spirit absent of prestige. Göteborg University is to be an attractive, stimulating, creative equal opportunities workplace, a place of exciting encounters. What counts is always to be what a person does, rather than who he or she is.*

### **The strategic plan for 2007-2010 – an overarching policy regarding equal treatment**

The Göteborg University strategic plan for 2007-2010 was adopted by the Board of Directors of the university in June 2006. It is to provide guidance regarding activities for the coming years. It remains to be decided how those activities are to be carried out. The strategic plan is to provide a foundation for an annual dialogue between the university management and the faculties, the university library and the central administration. This dialogue is to result in annual

statements from the management which, in turn, are to be transformed into action plans for all parts of the university. The statements are to reflect the different points of departure of the various parts of the university. They are to be followed up and their results analyzed to provide a basis for the subsequent year's dialogue and statements.

### **Annual action plans for equal treatment**

The equal treatment policy is to be concretized and formulated in detail in the action plans for equal treatment drawn up, revised and followed up annually both at faculty and department or equivalent level. Each action plan is to contain a list of priority areas on which work will be done or completed during the year in question. Follow up will also be carried out in the form of reports required regarding government appropriations and the like.

### **Organization for equal treatment**

The previous "equal opportunities committee" and the advisory body for equality was replaced by an integrated organization on a trial basis beginning on 1 July 2005. That new organization has now been made permanent, effective 22 January 2007. The remit of the committee is to coordinate all the efforts made in terms of equality of treatment at Göteborg University and to advise the Vice Chancellor and Board of Directors of the university on relevant matters. The committee is chaired by the advisor to the Vice Chancellor on matters of equal treatment, and the secretary is the equal opportunities secretary of the university. Each faculty board or the equivalent appoints one of its full members to serve on the committee. All departments and other units are to appoint one member of their department board (or equivalent) to serve as equal treatment representative, a function that is to replace all the former variants, such as equal opportunities officers, equality officers, equal treatment officers, etc. All equal treatment representatives and student representatives on the equal treatment committee are to be offered suitable training. The Göteborg University student unions are to appoint four full members of the committee and four alternates.

### **Designation of responsibility**

It is the ultimate responsibility of the Vice Chancellor to ensure that legislation and regulations regarding equal treatment are complied with at Göteborg University. The deans, the administrative directors, the chief librarian, the department heads (and equivalent) have the corresponding responsibilities at faculty and department/unit levels, respectively.

## **Resources and financing**

Resources and financing of local efforts regarding equal treatment to encourage recruitment from a broader base are to be budgeted for and specified at faculty and department (or equivalent) levels. The same applies with regard to allocation of working time for the local equality of treatment representatives or their equivalents.

## **Overarching objectives regarding equal treatment**

The following are the overarching objectives regarding equal treatment and applying both to personnel and students at Göteborg University in the areas of:

- Counteracting and preventing harassment
- Recruitment of personnel and enhancement of competence
- Göteborg University as a workplace
- Courses and programs
- Accessibility for the disabled

### *Counteracting and preventing harassment*

We will strive actively to fulfill the requirements regarding equality of treatment. All staff and students will receive information about the legislation in force against discrimination. Information material on the subject is to be made available, also stating where to turn in case of harassment, offensive conduct or discrimination. The university will develop support functions for anyone experiencing harassment, offensive conduct or discrimination. Employees will be offered competence enhancement and support to attend seminars and courses in these areas. The university will offer students and employees a good psychosocial work environment, which does not encourage any forms of discrimination, harassment or offensive conduct.

### *Recruitment of personnel and enhancement of competence*

Access to more information every time a position is advertised and filled will contribute to broadening the recruitment base. Perspectives including equal treatment and equality of opportunities between women and men are to be applied every time a position is filled. Competent, eligible individuals of the underrepresented sex and/or from different social, cultural and linguistic backgrounds than the majority of the employees should be particularly encouraged to apply.

The underrepresented sex will be encouraged to take on management assignments. When appointments are made to positions such as department head, director of studies and other assigned positions not regulated in the Higher Education Ordinance, and when positions as administrative director are filled, at least one woman and one man candidate are to be put forward in the final selection process. All deviations from this principle are to be justified in a written explanation to the decision-making body.

In cases where an election procedure is prescribed in the Higher Education Ordinance, i.e. mainly for members of the faculty boards, the nominating committee is responsible for ensuring that active efforts are to be made to nominate candidates of both sexes for leading positions.

We will consciously strive to increase the proportion of the underrepresented sex so that neither sex has less than 40% representation in every application process and in every employee category. This requires every faculty, as part of its action plans, to specify how the recruitment process for professors, assistant and associate professors will be recruited so as to obtain a more equal distribution of the sexes for the salaried teaching staff.

#### *Göteborg University as a workplace*

We will strive for greater participation for employees of all categories. The objective is to achieve a positive environment for research and a good work environment in which women and men are equally encouraged to pursue their further careers. Efforts will be undertaken to facilitate the reconciliation, by both women and men, of gainful employment and PhD studies with parenting. Individuals on parental leave will be included in salary negotiations on an even footing with other employees.

Surveys and analyses with a view to determining possible wage differences between the sexes are to be undertaken regularly, and annual action plans drawn up, aimed at achieving equivalence regarding salaries and terms of employment.

Göteborg University will offer new employees support, for example by developing introductory courses and a mentoring system. Employees will be offered competence enhancement in the area of equal treatment. Ongoing efforts will be made to develop leadership training. A non-discriminatory approach to sex, transgender identity or expression, ethnicity, cultural and religious background, possible disabilities, sexual orientation and age will permeate all courses at basic and advanced levels and all research courses with regard to teaching, advising, seminar culture, and the work environment as a whole.

## *Courses and programs*

Courses and programs will be open to all students, regardless of background, and will be based on a holistic perspective. All courses and programs will be subject to development and pedagogical renewal. Efforts will be reinforced regarding recruitment, participation and follow up. Göteborg University will also strive to counteract skewed recruitment on the grounds of social and ethnic background and sex.

For these reasons we will:

- Reinforce recruitment, participation and follow up.
- Develop alternative forms for recruitment and selection with a view to increasing the numbers of students from underrepresented groups.
- Perform regular and systematic follow up reports on the study environment for students and their subsequent establishment on the labor market.
- Implement active measures to achieve a more even distribution of the sexes.

There will be equal treatment of all students, irrespective of sex. All students will experience the study environment as having equal representation of both sexes, and their courses and programs as allowing for a gender perspective with regard to content, forms for teaching and examination including, for instance, the introduction of anonymous forms for examination.

## *Accessibility for the disabled*

Wherever possible, the university will take measures enabling disabled individuals<sup>1</sup> to visit, study, and work at the university on equal terms with non-disabled individuals.

Such matters are the responsibility of the head of department (or equivalent), who is also to appoint a liaison representative for matters relating to accessibility. This individual should be well informed regarding the relevant regulations in the area of disabilities.

## *Facilities*

- The facilities of Göteborg University are to be accessible, allowing individuals with disabilities to be able to visit, study, and work there. They must be able to readily access and move around the university facilities, which must be adapted to their needs.

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<sup>1</sup> Long-term physical, psychological or intellectual restrictions on functional abilities, resulting from an injury or a birth defect have occurred or can be expected to occur (defined in the Swedish legislation, Act 2003:311).

### Activities

- Questions of accessibility and equality of opportunity will be taken into account when processing applications, recruiting employees, considering promotions and in-house training, and also in relation to the organization and design of the overall work environment, including when planning teaching and courses, doing scheduling, selecting furniture and fittings, etc.

### Information and communication

- The general public, students and employees with different disabilities must be able, each in accordance with his or her abilities and needs, to communicate with Göteborg University and search for information on equal terms as others.

### Treatment

- Positive treatment of disabled students and employees is a matter of democracy and quality, as is all work done to promote equality of opportunity. The wishes and needs of individuals with disabilities should, whenever possible, be taken into account.

### Public procurement

- The accessibility perspective must always be included when processes of public procurement are undertaken.