

## **On the prohibition of and measures against discrimination Information for students and employees**

The purpose of the **Discrimination Act** (SFS 2008:567) is to combat discrimination and in other ways promote equal rights and opportunities regardless of **gender, transgender identity or expression, ethnicity, religion or other belief, functional disability, sexual orientation, or age.**

The University is subject to this Act in its capacities as an employer and a provider of education. Under the Act, the University is obligated to pursue goal-oriented work for the purpose of promoting equal rights and opportunities and combating discrimination in its operations.

### **Prohibition against discrimination**

An employer must not discriminate against an employee participating in or applying to participate in the employer's operations. An education provider must not discriminate against a student participating in or applying to participate in the educational provider's operations.

The prohibition of discrimination also applies in cases where an employer or an education provider, by taking reasonable measures regarding the accessibility and usability of the premises, can see to it that a person with a disability who is applying for or is participating in operations is put in a comparable situation to people without such a disability.

A person who has the right to make decisions on behalf of the employer or the education provider in matters concerning an employee or student shall be equated with the employer or education provider.

### **What is discrimination?**

Under the Act, discrimination means that someone is disadvantaged by being treated less favourably than someone else is treated, has been treated or would have been treated in a comparable situation, if this disadvantaging is associated with any of the grounds of discrimination: gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Three other forms of discrimination are conduct that violates a person's dignity and that is associated with one or more grounds of discrimination, sexual harassment, and instructions to discriminate.

*Direct discrimination* means that someone is disadvantaged by being treated less favourably than someone else is treated, has been treated or would have been treated in a comparable situation, if this disadvantaging is associated with any of the grounds of discrimination.

*Indirect discrimination* means that someone is disadvantaged by the application of a provision, a criterion or a procedure that appears neutral but that may put people at a

particular disadvantage in terms of any of the grounds of discrimination, unless the provision, criterion or procedure has a legitimate purpose and the means that are used are appropriate and necessary to achieve that purpose.

*Harassment* means conduct that violates a person's dignity and that is associated with any of the grounds of discrimination.

*Sexual harassment* means conduct of a sexual nature that violates someone's dignity.

*Instructions to discriminate* mean orders or instructions to discriminate against someone through direct or indirect discrimination, harassment, and sexual harassment that are given to someone who is in a subordinate or dependent position relative to the person who gives the orders or instructions or to someone who has committed herself or himself to performing an assignment for that person.

### **Prohibition of reprisals**

*Prohibition of reprisals* means that a person who reported or called attention to discrimination, participated in an investigation under the Discrimination Act, or rejected or gave in to harassment or sexual harassment must not be subjected to reprisals. Examples of reprisals (punishments) against an employee are, for example, unreasonable mandatory overtime, higher workloads, and menial duties and against a student, for example, a lower grade or bad treatment.

### **Obligation to investigate and take measures against harassment**

If an employer becomes aware that an employee considers that he or she has been subjected in connection with work to harassment or sexual harassment by someone performing work or carrying out a traineeship at the employer's establishment, the employer is obliged to investigate the circumstances surrounding the alleged harassment and where appropriate take the measures that can reasonably be demanded to prevent harassment in the future.

This obligation also applies with respect to a person carrying out a traineeship or performing work as temporary or borrowed labour.

If an employer becomes aware that a student considers that he or she has been subjected to harassment or sexual harassment in connection with studies, the employer is obliged to investigate the circumstances surrounding the alleged harassment and where appropriate take the measures that can reasonably be demanded to prevent harassment in the future.

### **Dealing with cases of harassment and sexual harassment**

At Uppsala University there is zero tolerance for any form of discrimination. The University has guidelines for dealing with cases of harassment. These guidelines, which apply to both employees and students, state for example how the person who perceives that he or she has been discriminated against and the person in charge of dealing with the matter should go about resolving the problem. "Guidelines for Dealing with Cases of Harassment under the Discrimination Act", log No. UFV 2011/724, can

be requested from the Registrar and can be downloaded from Goals and Regulations in English at [www.uu.se](http://www.uu.se).

### The Equal Opportunities Office

The Uppsala University Equal Opportunities Office at the Human Resources Division works preventively and reparatively with all grounds of discrimination for both employees and students. If you or someone you know has experienced some form of discrimination or harassment, contact the Equal Opportunities Office for advice and support. If you have questions about how you can work to prevent discrimination and harassment in your study environment or workplace, contact the Equal Opportunities Office via [likavillkor@uadm.uu.se](mailto:likavillkor@uadm.uu.se) or contact one of the employees at the Office.

### Other places you can turn to for advice and support

Students	Employees
<ul style="list-style-type: none"> <li>- Study adviser, teacher in charge of a course, director of studies, programme director, head of department, dean</li> <li>- Student unions: <a href="http://www.uppsalastudentkar.se">www.uppsalastudentkar.se</a> <a href="http://www.farmis.se">www.farmis.se</a></li> <li>- Student Health Centre <a href="http://www.sh.uu.se">www.sh.uu.se</a></li> <li>- Uppsala Student Union Equality Officer <a href="mailto:jamlikhet@us.uu.se">jamlikhet@us.uu.se</a></li> <li>- Student Affairs and Academic Registry <a href="http://uadm.uu.se/studentavdelningen">http://uadm.uu.se/studentavdelningen</a></li> </ul>	<ul style="list-style-type: none"> <li>- Immediate superior, head of department, dean</li> <li>- University human resources specialists</li> <li>- Union steward</li> <li>- Länshälsan (personnel healthcare) <a href="http://www.lanshalsan.se">www.lanshalsan.se</a></li> <li>- Safety representative</li> <li>- Department gender equality officer</li> </ul>

### You can also contact

- The Equality Ombudsman, +46 (0)8-120 20 700, [do@do.se](mailto:do@do.se), [www.do.se](http://www.do.se)
- The Swedish Higher Education Agency, +46 (0)8-563 085 00, [hsv@hsv.se](mailto:hsv@hsv.se), [www.hsv.se](http://www.hsv.se)
- The Parliamentary Ombudsmen, +46 (0)8-786 40 00, [justitieombudsmannen@jo.se](mailto:justitieombudsmannen@jo.se), [www.jo.se](http://www.jo.se)