



UNIVERSITY OF GOTHENBURG
SCHOOL OF GLOBAL STUDIES

NON-DISCRIMINATION PLAN 2009 – 2010

Draft

Decided upon by the Board of Department 2009-04-27



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General points of departure and goals

The non-discriminatory work at the University of Gothenburg (GU) shall counter discrimination based on gender, gender-transcending identity or expression, ethnic belonging, religion or other faith doctrine, physical disability, sexual orientation or age. The goal is to ensure that all staff and students shall be given unhindered opportunities to grow and develop in their respective capacities. Besides countering discrimination, the non-discriminatory work at GU is intended to enhance the quality of teaching, research and administrative work by letting gender equality, non-discrimination and diversity encourage further perspectives to emerge.

The non-discrimination plan at the School of Global Studies (SGS) seeks to realize and adapt the guidelines for non-discriminatory work of the GU non-discrimination policy (2007-03-05) and the non-discrimination plan of the Faculty of Social Science (2007-10-23). Non-discriminatory work is further governed by the Gender Equality Law (1991:433), the Law on Prohibiting Discrimination, the Law on Impartial Treatment of University Students (2001:1286), and the laws prohibiting discrimination based on physical disabilities in workplaces (1999:132), ethnic identity, religious or other faith identities (1999:130), and sexual orientation (1999:133). Impartiality & non-discrimination issues are also governed by the special bill The Open University ("*Den öppna högskolan*"; 2001/02:15). Transexual persons are subject to protection against sexual discrimination in the law on gender equality and non-discriminatory treatment.

The goal of the non-discrimination plan of the department is - subject to the goals and actions outlined in the non-discrimination action plan of the Faculty of Social Science – to adapt and operationalize goals and measures in accordance with the conditions prevailing at the SGS.

The non-discrimination plan shall supersede the previous Gender Equality Plan at SGS (2006-06-09), and applies to issues of gender equality, non-discrimination and impartiality concerning staff, students and PhD students at SGS during the 2009-2010 period. The non-discrimination plan is to be reviewed and revised annually.

Responsibilities

The responsibility for upholding laws, statutes, guides, etc., pertaining to non-discrimination follows from the chain of organisational responsibility and rests on deans, heads of departments, and directors at the faculty and institutional levels, respectively. At the SGS the head of department together with the deputy head of department therefore carry the ultimate responsibility for the non-discriminatory work undertaken at the SGS. The departmental representative for non-discrimination issues



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shall provide special assistance to the head of department in such issues and shall be an ordinary member of the departmental board. The representative assists the head of department and the steering group with advice and guidance and shall be the person to contact on issues pertaining to non-discrimination and impartiality. The representative will attend the regular meetings of the non-discrimination committee at the Faculty of Social Sciences formed by the representatives from the respective departments.

Goals and areas of action

The non-discrimination plan comprises five goals and areas of action:

- Counter and prevent harassment and discrimination
- Staff recruitment and competency acquirement
- GU as a workplace
- Teaching
- Accessibility for physically challenged persons

In what follows, long term goals and points of departure – i.e. *ambitions* – for each area of action are given, in addition to the more precise and prioritized measures SGS will take on for the 2009-2010 period. For each *action to be taken* the person or persons within the SGS organisation responsible for completing that particular measure is indicated.

Counter and prevent harassment and discrimination

Goals

- Prevent harassment by developing methods to counter depreciating attitudes and the ignoring of persons on grounds of sex, gender-transcending identity or attitude, ethnic belonging, religion or other faith identity, disability, sexual preference or age. Any sign of harassment shall be duly noted in the on-going environmental work.



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- All employees and students to be cognizant of and participants in the departmental effort to prevent and stem harassment and discrimination.
- Staff members to be invited to competence enhancement in this field. Employees and students to be informed about the university organisation, and how issues of harassment and discrimination are handled.
- Information about the current state of law and pertinent guidelines, in English as well as Swedish, to be brought to the attention of all newly employed, heads of departments and other personnel in supervising positions, and the representative for non-discrimination.
- Encourage the creation of forums for discussing non-discriminatory work, open to students and employees alike.
- Employees and students to be provided a secure psycho-social environment offering no grounds for any kind of discrimination, harassment, or derogatory treatment.

Actions to be taken 2009 - 2010

- Information to be provided in English and Swedish on the website about the non-discriminatory work of the department, including information about whom to turn to if a violation is suffered. Links to be provided to University and Social Science Faculty documents pertaining to non-discriminatory work, together with advice on how to report violations. *Responsible: the representative for non-discrimination, and the SGS website editor.*
- A joint staff-student theme day to be organized, at the latest during the 2010 spring term, where non-discrimination issues will be treated and discussed. *Responsible: the head of department, directors of study, the representative for non-discrimination, student representatives.*
- Employees and doctoral students to be offered one half-day per year, starting during the 2009 autumn term, for competency enhancement on non-discriminatory issues. *Responsible: the head of department, and the representative for non-discriminatory issues.*
- Employees, students and doctoral students to be encouraged to report to the representative for non-discrimination information about teaching material,

pedagogical techniques, and experiences which could be of value to the development of the departmental work on non-discrimination. *Responsible: the representative for non-discrimination.*

Staff recruitment and competency acquirement

Goals

- Affirmative action as defined in the Gender Equality Law §9 to be applied at all recruitment and employment of teachers.
- When announcing new positions, efforts to attain a broad recruitment base shall be sought for by wider information dissemination, and by utilizing recruitment task forces and broad-based application committees. Applicants with appropriate competency from the underrepresented sex and/or from other social, cultural and linguistic background than the majority of presently employed shall be encouraged to apply.
- All employees shall be encouraged to pursue their careers regardless of sex, gender-transcending identity or attitudes, ethnic belonging, religious or other faith identity, physical disability, sexual orientation or age.
- Discussions to be initiated on creating positions and assignments at SGS with the express purpose of consciousness-raising with respect to how the institutional framework influences the non-discriminatory principle in the recruitment process.
- An increased diversity among the employees is desirable.

Actions to be taken 2009 – 2010

- The departmental personnel recruitment committee shall actively integrate relevant non-discriminatory principles in the current SGS recruitment policy. *Responsible: the head of department, and the deputy head of department.*
- A list of the gender distribution among relevant categories of the employees at the department to be made during 2009 in order to be utilized as a base for revision of the 2011 non-discrimination plan. *Responsible: the head of department, and the representative for non-discrimination.*
- A plan for how a broader recruitment shall be attained to be made during 2009 in order to be utilized as a base for revision of the 2011 non-discrimination plan. *Responsible: the head of department, and the representative for non-discrimination.*

SGS as a workplace

Goals

- The department shall strive for a diverse and balanced representation in boards, committees, steering groups and working groups.
- Professional work and studies during parenthood to be facilitated.
- The gender equality consequences of upcoming retirements at SGS to be further investigated.

Actions to be taken 2009/2010

- Accounts based on faculty surveys of wages at the end of wage agreement periods, and displaying possible wage differences between men and women at SGS, to be collated for dissemination to department employees. *Responsible: the head of department.*
- Routines for planning the parental leaves of doctoral students and employees to be established in order to secure continuous contact with and information from SGS during the absence. *Responsible: the head of department.*
- Regular surveys of the workplace environment at SGS to be undertaken, including aspects of gender equality, diversity and non-discrimination. The results of these surveys to be utilized as a base for actions pertaining to non-discriminatory issues. *Responsible: the head of department.*

Teaching

Goals

- All teaching and course literature to counter discrimination and harassment.
- The recruitment to courses on basic, advanced and PhD levels to be broadened with respect to all grounds for discrimination and class belonging.
- Everyone to have the same opportunities to combine studies with parenthood.
- Everyone to have the same opportunities to benefit from their studies.
- Increased opportunities for pupils from the common school system advanced and high-school levels to visit the department in order to create an interest for university studies among social categories underrepresented at the SGS (with a focus on gender, class and ethnic background).

Actions to be taken 2009-2010

- A survey to be undertaken on the perceived experiences of non-Swedish students and doctoral students on how they manage to benefit from their studies on an equal basis as the Swedish-speaking students and doctoral students. A plan of action to be made on how to ensure impartiality in this respect. *Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.*
- Information to be disseminated at course introductions to students of all levels on the various non-discrimination aspects, the relevant legal framework, and the non-discriminatory work at the department. *Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.*
- Ensure that student experiences of, and suggestions for the non-discriminatory work of the department are reviewed as an integrated part of the common SGS course evaluation form. *Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.*
- A survey of the course literature at the basic and research study levels with respect to gender equality and impartiality to be undertaken at the latest 2010. *Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.*
- A survey of the gender distribution in all courses at the SGS with respect to course responsibility and lecturers to be undertaken at the latest 2010. *Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.*

Accessibility for physically challenged persons

Goal

- All employees to be cognizant of the rules and regulations in the area of physical disabilities/different abilities, and of the resources available.

Actions to be taken 2009 – 2010

- At work environmental rounds the requirement of technical assistance measures for physically challenged persons shall be surveyed, and the need for complementing these are to be documented. *Responsible: the head of department.*
- An instruction to be made during 2009 for how students with various physical challenges are to be treated by teachers, what available GU resources teachers

should inform such students about, and of how SGS best can facilitate for students with various physical challenges or different abilities to achieve equal opportunities with other students to benefit from their studies.

Responsible: the director of studies for the basic and research study levels, and the representative for non-discrimination.