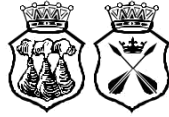




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# Plan for Equal Opportunity

at Västmanlands-Dala Nation



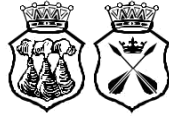
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## Basic Values

Västmanlands-Dala nation has a tradition of broad activity. The nation is a meeting spot where people's differences result in a lively atmosphere which has attracted students since 1639. During every semester, a large number of people pass through the halls of the nation house, as temporarily employed, guests, or something else to take part of the nation's supply of activities. This diversity of individuals offers a rich life at the nation and contributes in moving the nation's activities forward.

The nation should stand on stable basic values which create an open, tolerant, and welcoming atmosphere. We believe that such an atmosphere can lead to increased job satisfaction, innovation, and diversity which Västmanlands-Dala nation benefits from. By expanding opportunities for participation, Västmanlands-Dala nation reaches new parties and is able to strengthen its position as one of the leading and most fun student nations in Uppsala.

Västmanlands-Dala nation is an open social room which we must nurture together. When someone, with reason, feels they have been violated it is important that the nation's board act. An equal nation with no discrimination is a prerequisite for a welcoming environment at the nation. This plan for equal opportunity is among others, meant to be one step moving towards increased knowledge about what equality is, and what meaning it has for activities and individuals at the nation. Through open communication and a plan for when conflicts arise, we can create a nation that will not shut someone out, but always welcome everyone who wants to engage in and visit the nation.



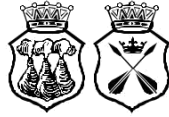
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## Västmanlands-Dala Nation's Equality Policy

This policy refers to all agencies and functionaries. It also refers to all arrangements which are organised by the nation as well as people representing the nation.

### **Responsible**

Every agency and functionaries have a responsibility to counteract discrimination within their area of activity. Discrimination is to be seen as an offense and is therefore subject to the nation's by-laws 3:10-12.

### **Overall Object**

Västmanlands-Dala nation should be a place, open for all members, where everyone should feel welcomed. The nation's activity should be equal and free of discrimination from members as well as visitors. The nation should be a forum which enables people from different social and cultural backgrounds to meet.

### **Goals**

Västmanlands-Dala nation act for:

*that all individuals should have the same rights, opportunities and obligations at the nation. This, however, does not apply to the extended rights and obligations which functionaries are charged with, as long as these are within reason.*

*a work environment with no form of discrimination.*



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*that the principle of equal wages for equal work should be the basis when setting the wage rate at the nation.*

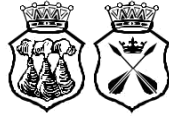
*that people with disabilities always should have the opportunity to enter the nation during the nation's open hours.*

*that seating arrangement at the nation's gasks and balls should give the guests an opportunity to be seated between a person regardless of their gender identity.*

*that dress codes should be worded in a way so that it does not discriminate against people based on their gender identity.*

*that all forms of discrimination during the recruitment, and appointment processes are counteracted.*

*that relevant information the members of the nation take part of is available in both Swedish and English.*



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## Terms and Definitions

Plan for Equal Opportunity - A document with the aim to promote equality at the nation.

Equality Policy - Governing document for the nation, based on the Swedish Discrimination Act, in questions concerning equality and discrimination.

Action Plan in the Event of Discrimination - Action plan that Västmanlands-Dala nation is to move in accordance to in the event of discrimination

Action Programme - Annual action programme with the aim to increase equality at the nation where the improvements expected to be implemented at the nation during the year are concretised.

Equality - A permanency which may be considered existing when all individuals have the same worth and the same opportunities, rights and obligations.

Equity - A permanency which may be considered existing when all members as well as guests have the same opportunities, rights and obligation, or first when members as well as guests have the same status and influence.

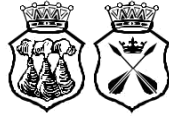
the Discrimination Act - SFS 2008:567, wherein this plan for equal opportunities is based.



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**The Discrimination Act has the meaning set out to be:**

1. *Direct discrimination*: 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 sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
2. *Indirect discrimination*: that someone is disadvantaged by the application of a provision, a criterion or a procedure that appears neutral but that may put people of a certain sex, a certain transgender identity or expression, a certain ethnicity, a certain religion or other belief, a certain disability, a certain sexual orientation or a certain age at a particular disadvantage, unless the provision, criterion or procedure has a legitimate purpose and the means that are used are appropriate and necessary to achieve that purpose.
3. *Inadequate accessibility*: that a person with disability is disadvantaged through a failure to take measures for accessibility to enable the person to come into a situation comparable with that of persons without this disability where such measures are reasonable on the basis of accessibility requirements in laws and other statutes, and with consideration to
  - the financial and practical conditions,
  - the duration and nature of the relationship or contact between the operator and the individual, and



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- other circumstances of relevance.

4. *Harassment*: conduct that violates a person's dignity and that is associated with one of the grounds of discrimination sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
5. *Sexual harassment*: conduct of a sexual nature that violates someone's dignity.
6. *Instructions to discriminate*: orders or instructions to discriminate against someone in a manner referred to in points 1–4 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.

(DO, 2022)





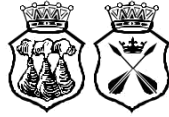
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**In the Discrimination Act the following terms have the meanings set out to be:**

1. *Sex*: that someone is a woman or a man.
2. *Transgender identity or expression*: that someone does not identify herself or himself as a woman or a man or expresses by their manner of dressing or in some other way that they belong to another sex.
3. *Ethnicity*: national or ethnic origin, skin colour or other similar circumstance.
4. *Disability*: permanent physical, mental or intellectual limitation of a person's functional capacity that as a consequence of injury or illness existed at birth, has arisen since then or can be expected to arise.
5. *Sexual orientation*: homosexual, bisexual or heterosexual orientation.
6. *Age*: length of life to date.

A person who intends to change or has changed the sex they belong to is also covered by sex as a grounds of discrimination.

(DO, 2022)



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## Västmanlands-Dala's Action Plan in the Event of Discrimination

### **Definition of Discrimination**

With discrimination the meaning is set out to be direct discrimination, indirect discrimination, inadequate accessibility, harassment, sexual harassment, and instructions to discriminate.

### **Responsibility**

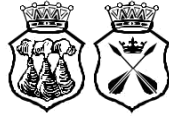
Discrimination is to be seen as an offense and is therefore encompassed by the nation's by-laws 3:10-12.

### **In the Event of Discrimination**

If a person feels they have been discriminated against or have gain knowledge that someone else has been exposed to discrimination within the nation's activities, the person may turn to closest Head of Committee, Association Chairman or full-timer, alternatively to the nation's First Curator or the Board for the Working Environment and Comfort Committee (see the flowchart, attachment 1)

These functionaries are in the event of discrimination obligated to

1. be on hand to assist the one discriminated against, firstly by informing about the people the person may turn to progress with the case,



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2. not pass on information without the concerned party's permission,
  3. if the opportunity arises and permission is granted, gather and hear out all parties in the conflict and through mediation reach a solution,
  4. follow up the case to see if the problem reached a satisfactory solution for all parties,
  5. if the Board or First Curator need to take action, see to it that they may take part of all necessary information.



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## Västmanlands-Dala Nation's Action Programme 2019/2020

When an action is finished it is crossed out in the action programme and for the next revision removed as an item. The Action Programme is revised every new academic year

*Action 1:* Arrange an accessible and gender-neutral toilet for everyone on all floors.  
Inform at

Object: Increase accessibility for people with impairments and promote everyone's same worth regardless of gender.

Responsible: The Board

*Action 2:* Increase collaborations with other nations so that V-Dala's rules and routines are equivalent or surpass other nations' rules and routines concerning environments for clubs and sittings, e.g., routines concerning sexual harassment.

Responsible: The Equality Commissioner

Object: Maintain rules and routines concerning harassment in environments for clubs and sittings.



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*Action 3:* Make it clear for those who work at the nation to know who they should turn to when discrimination, sexual harassment, or offensive treatment occur during a shift. Design an emergency plan that should be available in different spots at the nation for the staff.

Object: Clarify for staff how situations concerning discrimination, sexual harassment and offensive treatment should be handled.

Responsible: The Board

*Action 4:* Improve routines for the lift. Give information in writing by the lift with telephone number and how to contact someone at the nation who can provide access to it.

Object: Increase accessibility at the nation for people with impairments.

Responsible: Second Curator

*Action 5:* Improve the process as well as the routine concerning how reports are submitted and handled by the nation, and explain the course of the process and what consequences may come from a report.



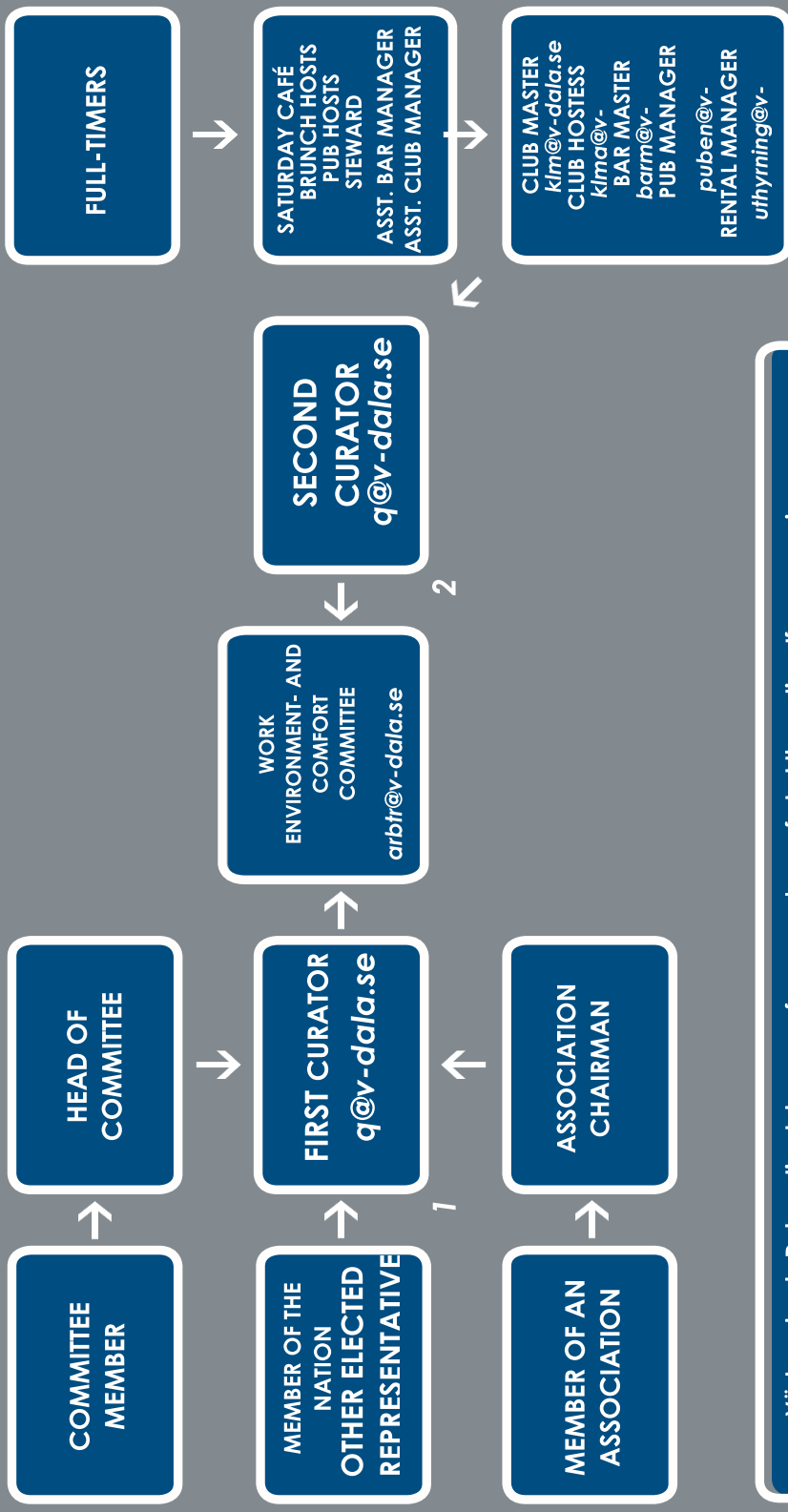
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Object: Ensure that the members of the nation and guest feel security in the nation's work for equality at the nation.

Responsible: The Board

# WHO SHOULD I SPEAK TO?

IN THE EVENT OF DISCOMFORT OR UNSAFETY



Västmanlands-Dala nation take care of everyone's comfort at the nation. If you experience discomfort or unsafety at your visit here, you are always welcome to contact closest functionary (e.g. Head of Committee, Association Chairman or Curator). If you cannot contact this person, or if the person is part of the problem, you should instead contact their superior. Start with finding the square which describes you best, then follow the arrows to know whom to contact. Lastly, you can always turn to the work Environment- and Comfort Committee.

VDALA NATION BOARD'S WORK ENVIRONMENT-AND COMFORT COMMITTEE

