



Sveriges lantbruksuniversitet
Swedish University of Agricultural Sciences

The Swedish version is the official version.

Faculty of Landscape Architecture,
Horticulture and Crop Production Science

GOVERNING DOCUMENT SLU ID: SLU.Itv.2019.2.5.5-276

Subject area: Equal opportunities/Equal treatment

Document type: Annual planning and governing document

Decision-maker: Dean

Organisational unit: LTV faculty office

Reference: Kristin Larsson

Decision date: 15/03/2019

Effective as of: 15/03/2019

Valid until: 31/12/2020

To be updated by: 31/12/2020

Document(s) repealed: Action plan for equal opportunities work at the LTV Faculty 2017–2018, SLU.Itv.2016.2.5.5-927

Action plan for equal opportunities at the LTV Faculty 2019–2020

1. Period of validity

The equal opportunities action plan applies from 2019 to 2020.

2. Cooperation

The plan has been prepared by the LTV Faculty's equal opportunities committee which includes staff, student and staff organization representatives.

3. Responsibility

The SLU Board and the vice-chancellor have general responsibility for the equal opportunities work. The dean and the head of faculty administration are responsible for actively pursuing equal opportunities work, including planning and establishing it as well as ensuring follow-up at all levels of the faculty, both in day-to-day work and in strategic planning. The faculty managers are responsible for managing and integrating equal opportunities issues within their activities and for demonstrating the importance of this area through their words and actions.

All staff and students at SLU must play their part in achieving a healthy work and study environment from an equal opportunities perspective.

4. Definitions

The concept of equal opportunities includes gender equality, diversity and the equal treatment of employees and students at the university. The work carried out to achieve this is based on current legislation.

The term equal opportunities means that all employees, students and applicants are given equal opportunities. According to the Discrimination Act, the grounds of discrimination are sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

5. Evaluation of the LTV Faculty's action plan 2017–2018

1. The equal opportunities plan must be a natural part of day-to-day work. The heads of department should oversee this at departmental level and equal opportunities issues should be a permanent item on the agenda for the local coordination groups.

Party responsible: Heads of department or equivalent

Measure: This measure has been taken.

2. Take part in gender mainstreaming, which is managed at SLU level.

Party responsible: Dean/head of faculty administration.

Measure: We will continue to work with this at faculty level 2019–2020.

3. There is a lack of meeting places that allow new contacts to be made between staff and students. This is a key aspect for a faculty to bear in mind when examining the supply of facilities.

Party responsible: Dean and head of faculty administration.

Measure: This remains an important objective that we must continue to work toward in 2019–2020.

4. Provide employees and students with information about the content of the Discrimination Act and the university's equal opportunities work and emphasize the zero-tolerance approach to discrimination, harassment and victimization.

Party responsible: Heads of department/equivalent and chairs of the student unions.

Measure: This measure is carried out regularly.

5. Lectures on standards/values as well as treatment.

Party responsible: HR specialist.

Measure: This has been done 2018–2019.

6. Review activities relating to initiation ceremonies.

Party responsible: Coordinating director of studies at the faculty and chairs of the student unions.

Measure: This is now being reviewed but should be part of the 2019–2020 action plan.

6. Ongoing assignments for the faculties

In the SLU action plan for equal opportunities work, the faculties were given the following ongoing assignments during 2019:

The equal opportunities committee at each faculty must review its equal opportunities plan annually. The plan is approved by the dean at the respective faculty. This plan must be based on the university-wide equal opportunities strategy and action plan.

The gender distribution objectives for newly hired research and teaching staff must be set annually by the respective faculty.

Scheduling of teaching must, as far as possible, be undertaken with due consideration to students with parental responsibilities.

Teaching and examination forms must be adapted to increase accessibility for students with disabilities, while maintaining quality and based on the intended learning outcomes.

Teachers and other members of the faculty staff must pay attention to equal treatment issues in their work. They must also know where to find the procedures that apply if discrimination or harassment is suspected.

Inform placement hosts and external supervisors of the Discrimination Act and the fact that it also applies to placements.

Formulate measures using the results of the student welfare survey.

7. Objectives/action plan for the LTV Faculty 2019–2020

-Work actively with gender mainstreaming at faculty and department level.

Party responsible: Dean/heads of department, supported by HR.

-Physical meeting places on campus (cafés, etc.) that create new contact opportunities for various groups and people with different backgrounds are needed. This is a key aspect for a faculty to bear in mind when examining the supply of facilities.

Party responsible: Dean and head of faculty administration.

-Provide employees and students with information about the content of the Discrimination Act and the university's equal opportunities work and

emphasize the zero-tolerance approach to discrimination, harassment and other abusive treatment.

Party responsible: Heads of department/equivalent and chairs of the student unions.

Lectures on standards/values as well as treatment (for example master suppression techniques). Preferably in dialogue form/a discussion forum.

Party responsible: Dean/head of department or equivalent/students' unions/HR specialist.

-All faculty staff members pay attention to equal treatment issues in their work. They must also know where to find the procedures that apply if discrimination or harassment is suspected.

Party responsible: Heads of department or equivalent.