

Equal Opportunities
Legal framework – pro-active
work

At Introduction to Postgraduate
Studies at SLU



This is me today

Malin Ekström (she/her), equal opportunities administrative officer at the VH Faculty and NJ Faculty

Supports the Faculty and managers and other roles on local level integrate gender equality and equal opportunities (pro-active work)



Our strategy

Matter of Individual rights
Matter of active measures
Matter of quality

❖ By combating restrictive norms and power structures

+ legal requirement (Discrimination Act)

A work and study environment that is free from discrimination and which is characterised by inclusion is a fundamental prerequisite for sustainable professional and student life. [...]

SLU shall be more proactive in its systematic work aimed at preventing ill health and accidents, combating discrimination, and promoting equal opportunities for students and employees. In these efforts, it is essential that SLU combats restrictive norms and power systems linked to the grounds of discrimination. [...]

The work to promote gender equality and equal terms helps increase SLU's attractiveness as a university. It contributes to the quality of teaching and research by making use of everyone's skills.

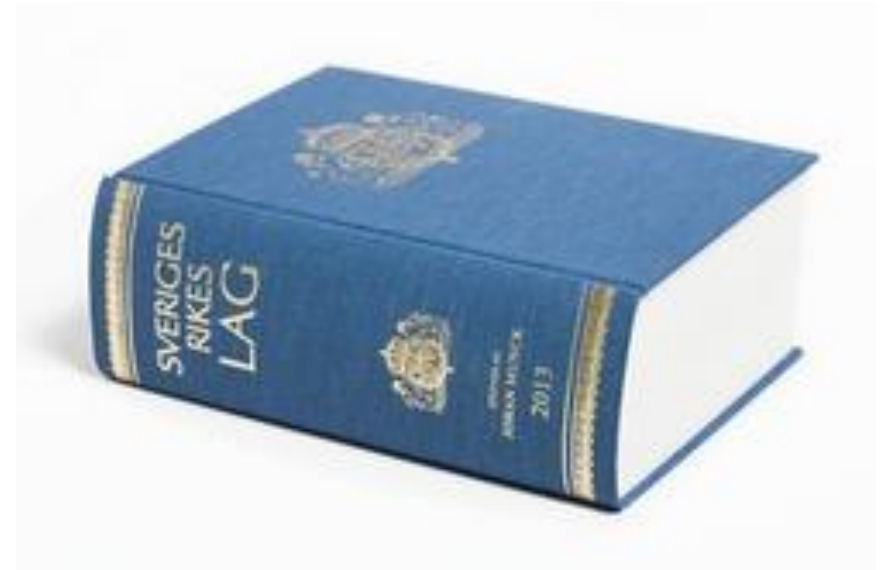
(SLU's Strategy 2021-2025, SLU ua 2020.1.1.-3420)



Grounds of discrimination

Sex
Transgender identity and expression
Ethnicity
Religion and other belief
Disability
Sexual orientation
Age

Discrimination Act



Risks creating injustices...

...which society must counteract

Societal norms that delimits and excludes

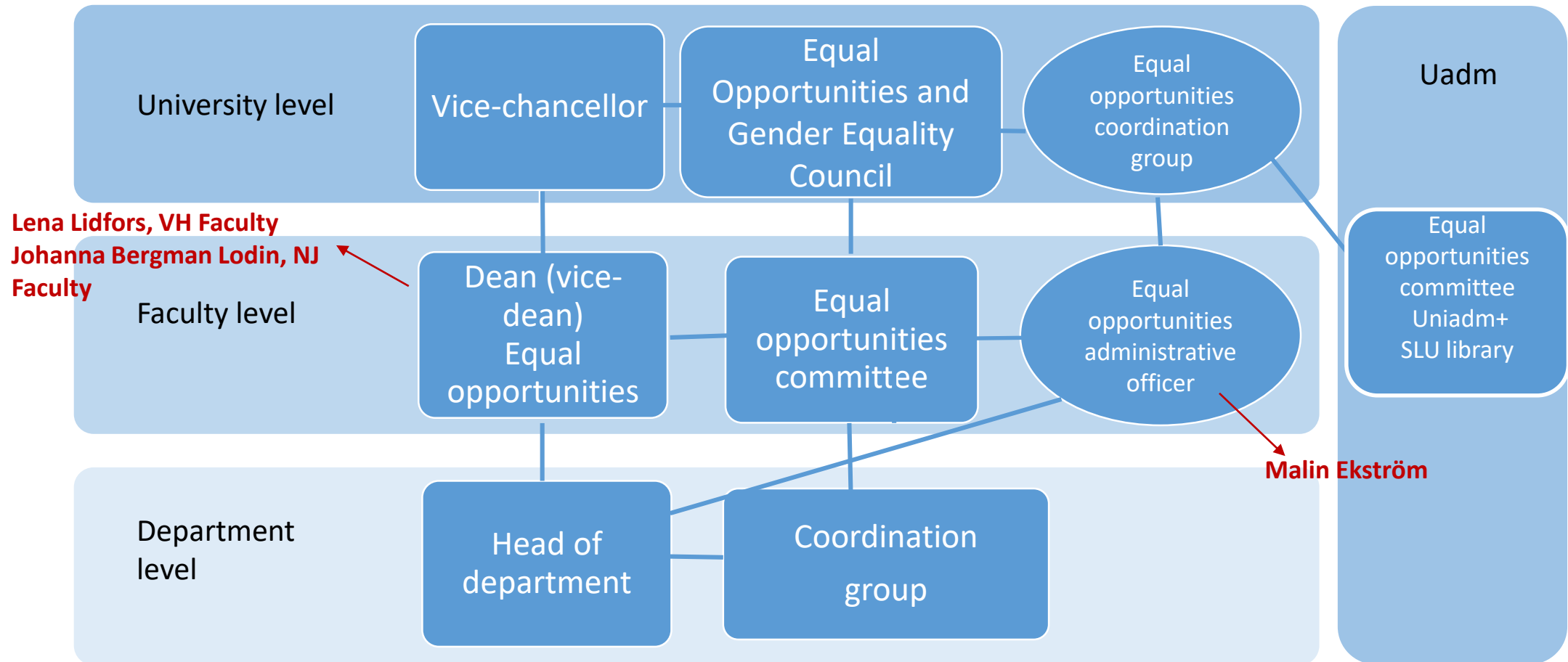
Why do we need the pro-active work?

If we only react when something happens...

...we will never reach what causes the symptoms.



Gender equality and equal opportunities organisation





Gender equality and equal opportunities at SLU

All information about SLU's work on gender equality and equal opportunity (abbreviated JLV in Swedish) is gathered on this page. Here, you can find information on current gender mainstreaming efforts and information and support linked to the work with equal opportunities.

Contact

Subject area: Equal opportunities/Equal treatment

Document type: Guidelines
Decision-maker: Vice-chancellor
Organisational unit: Division of Human Resources
Reference: Jenni Vahlström

Decision date: 07/05/2019
Effective as of: 01/06/2019
Valid until: Until further notice
To be updated by: 01/06/2023

Document(s) repeated: The vice-chancellor's decision from 30 January 2012 regarding guidelines in case of discrimination and harassment of employees in accordance with the Discrimination Act. SLU.ua.Fe.2012.1.0-44

Annex to: Vice-chancellor's decision from 7 May 2019

Guidelines in case of suspected harassment, sexual harassment or reprisals against an employee

The Swedish University of Agricultural Sciences does not accept harassment, sexual harassment or reprisals in connection with any of the grounds of discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.



What you can do in the event of harassment



Working preventively against discrimination

Equal Opportunities at SLU

On SLU's [Staff web](#) you can read more about our work. Here you find information about:

- Gender equality and equal opportunities at SLU
- What you can do in the event of harassment
- Gender research at SLU
- Knowledge bank
- And much more

Examples proactive work at SLU and the Faculties

- Action plan – systematic work against discrimination (Faculty level)
- Workshops and lectures
- [PhD workshops](#)
- Teachers afternoon on equal opportunities
- Training for local collaboration groups
- Training for management groups
- [Basic training for employees](#) (NanoLearning course)
- Expanded organization
- Gender equality aspects in SLU's quality assurance of education
- Training – competence based recruitment
- Pilot Autumn 2022: Course/training for teachers for an inclusive University/för ett inkluderande universitet

Kind reminder: Welcome to a workshop for PhD students about equal opportunities

When: June 2nd at 12 am to 15 am

Where: Zoom, a Zoom link will be sent out closer to the workshop to those who have registered

Organizer: The equal opportunities committees at the NJ faculty and the VH faculty together with the doctoral student ombudsman.

Last day for registration is may 25th and you register [here](#). We will also offer a lunch sandwich to those who register, so don't forget to register!

More about the workshop

A workshop on gender identity and expression at SLU for PhD students with invited speaker Warren Kunce:

We'll take a look at working environment policies, anti-discrimination law and other structures that impact the work/study situation for transgender, intersex, non-binary and gender non-conforming students and co-workers. Relevant historical context is provided to illuminate why these laws/policies exist and what purposes they are intended to serve. There will be an overview of the different embodiments and identities affected by these policies and address common misunderstandings and points of confusion. We'll engage with the practicalities of developing a university culture that celebrates freedom of thought while also complying with Swedish working rights legislation and the university's efforts to attract/retain diverse students and faculty.

If you have any questions about the workshop, you are welcome to contact [Malin Ekström](#), equal opportunities officer at the NJ Faculty and the VH Faculty.

Also on the Staff web – [Events/Calendar](#)

Thank you for listening

You are welcome to contact us:

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