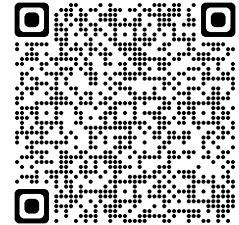


If you can't wait to find out more:

Gender equality and equal opportunities at SLU



Why do we work with gender equality and equal opportunities?

The formal answer is that we are obliged to, according to laws and directives. But there is a lot more to it! We want you to feel comfortable and enjoy your time at SLU. In order to accomplish the best atmosphere we need to make sure all employees have equal opportunities. Our employees must be able to be themselves and all employees must be treated with respect and understanding. We believe that active work for gender equality and equal opportunities is crucial to creating a workplace where you enjoy yourself in the long run and to which you also recommend others to apply.

If you are subjected to discrimination, harassment or sexual harassment

There is zero tolerance towards all forms of discrimination and harassment at SLU. But if you still were to experience any of this, contact your immediate supervisor or another manager in the first instance. If it is the manager who harassed you, you can contact the manager's manager, a HR-specialist or your safety representative. Doctoral students can also turn to the doctoral student ombudsman.

If discrimination or harassment is suspected, the employer is obliged to carry out an investigation. Via the links below you will find more information and support.

What happens at the faculty?

- The dean passes on the vice-chancellor's decisions within the JLV area¹ to the faculty level, and is responsible for the **JLV committee within the faculty**. The dean receives support in the operational work from the faculty's equal opportunities officer.
- The JLV committee constitutes a forum at faculty level for discussion and information about the university's ongoing work in gender equality and equal conditions.

What is happening at the departments and units?

- The head of department/unit manager is responsible for **active measures being carried out in** accordance with the Discrimination Act at the department/unit, and that the activities in **the plan for gender mainstreaming** are executed. It is mainly about preventive measures but also measures that may be needed to solve problems that have arisen. Support in the JLV work is provided through the local collaboration groups and by the equal opportunities officer at the faculty. According to law, a systematic work must be carried out to promote equal opportunities and counteract discrimination.

¹We abbreviate gender equality and equal conditions *JLV*.

- At each department/unit there is a **local cooperation group** that systematically works with equal opportunities and work environment at the department/unit. The collaboration group may initiate questions and needs, and follow up activities and measures in the group. The forum also functions as the head of department's/unit manager's consultation group and discussion partner in work environment and equal opportunities issues. The group usually consists of the head of department, HR manager, another representative for the employer, safety representative and a doctoral student representative.

Gender mainstreaming

In Sweden, the overarching equality policy goal is that women and men should have the same power and opportunities to influence society and their own lives.

Gender mainstreaming is a strategy in order to reach the political gender equality goals and means that a gender equality perspective must be incorporated into all decision-making, at all levels and in all stages of the process. It must be done by the actors who normally participate in decision-making.

We have drawn up a strategy document that describes how the work with gender mainstreaming should proceed in the coming years. The document currently covers the period 2022-2025.

To support SLU's work with gender mainstreaming, there is a **central coordination group** for gender equality and equal opportunities, as well as **equal opportunities officers** at each faculty.



Links to guidelines and internal web pages in the field:

- PM where the organisation and working methods with gender equality and equal opportunities are described: [Organisation and working methods for SLU's work with equal opportunities](#)
- Gender mainstreaming: [Gender mainstreaming](#)
- Action plan for equality integration: [jamstalldhetsintegrering-atgardsplan-201221.pdf \(slu.se\)](#)
- SLU's central website for equality and equal conditions work: [Equality and equal conditions at SLU | The employee web](#)
- The faculty's website: [Equality and equal conditions at the LTV faculty | Employee website \(slu.se\)](#)
- How can you act in case of harassment? [How you can act in case of harassment | Employee website \(slu.se\)](#)