

General approach and code of conduct in the forest sector

1. Background

The vision for the government's gender equality strategy for the forest sector, "Konkurrenskraft kräver jämställdhet" (competitiveness requires gender equality – only in Swedish), states that women and men must have the same conditions, rights and opportunities to work in the forest sector as well as the right to be active forest owners.

Furthermore, it states the following: Forestry education, from upper-secondary education to doctoral education, must be attractive to prospective students, both women and men. Businesses and the part of the public sector that work in the forest sector must be attractive employers and workplaces for both women and men, where equal opportunities allow equal careers. To be an active forest owner must be natural to both women and men, and treatment must be formed through equal opportunities.

The #MeToo movement, #slutavverkat and the open letter "Från hashtag till handling" (from hashtag to action – only in Swedish) written by 16 forest science programme students, clearly shows that conditions, rights and opportunities are not the same for women and men. There is a lot of discrimination, sexist elements and outdated norms in the forest sector. Those in the forest sector must jointly change limited norms and ensure that the sector becomes an inclusive environment where we all follow the current laws and rules.

2. General approach

The purpose of the code of conduct is "to combat discrimination and in other ways promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age" Discrimination Act (2008:567). The intention is to offer a good study, student union and/or work environment to nature management students specialising in forestry, students and student union members studying forestry courses and programmes as well as forest sector employees. Education providers, employers or student unions do not allow discrimination or harassment and will take measures

against, prevent and investigate discrimination and harassment cases. This code of conduct is part of this work.

3. The code of conduct is part of daily work

The code of conduct **complements current laws and internal guidelines** concerning staff and management values¹, and aims to clarify some of the parts expected from natural management students, students, student union members or employees. It also clarifies joint principles for external collaboration. Together, we are responsible for ensuring that our student unions and study environments are characterised by respect for equality.

The code of conduct is a tool in daily work². For information on how SLU works with gender equality and equal opportunities, see:

<https://internt.slu.se/en/organisation--styrning/gender-equality-and-equal-opportunities-at-slu/>

4. Harassment measures

According to the Discrimination Act, employers and education providers are obligated to investigate and take measures against harassment. If a person does not follow the code of conduct, measures influenced by legislation³ and established organisational guidelines will be taken.

For SLU's guidelines in case of suspected harassment, see:

<https://student.slu.se/en/rules-rights/equal-treatment/report-harassment/>

¹ E.g. the employee policy, staff values, etc.

² Each organisation decides how to use the code.

³ Chapter 2, Section 3 and 7 of the Discrimination Act (2008:567) as well as Chapter 10 of the Higher Education Ordinance (1993:100).

5. Code of conduct

As an employee, student or student union member in the field of forestry, I am expected to do the following:

- Respect **equality**. Everyone has equal rights and opportunities regardless of gender, transgender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation or age.
- Take responsibility for creating a respectful and inclusive work and study environment free from discrimination, harassment and sexual harassment. I must also be mindful of how I communicate as well as be respectful and inclusive when meeting students, employees and collaboration partners.
- Read the guidelines concerning suspected discrimination and harassment.
- Quickly contact, at first hand, an immediate manager or director of studies if there is suspicion or knowledge that someone is being discriminated or harassed. This applies regardless if the matter concerns a colleague or student.
- Be aware that discrimination and harassment of employees or students may involve disciplinary measures.

By signing this document I certify that I have read and understand the information above.

Date

Signature

Name in block letters

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