



Equal treatment policy for the electrical engineering division

1. Purpose, background and goal

The purpose of the equal treatment policy for the electrical engineering division is for the members of the electrical engineering division to have a common set of values that summarizes the values and rules of conduct every member of the division must follow according to the division's statute point 2:2:1. In previous years, a greater dissatisfaction has been discovered by students regarding violations of privacy and mental illness due to a certain jargon and exculpatory culture. Due to this, an equal treatment policy was developed by EEG (2016) and later revised by a working group that was appointed at the first division meeting 2019. The goal of the policy is to benefit the electrical engineering division in such a way that every member and its guests feel welcome and safe everywhere in the electrical engineering division. Each member of the division should treat each other with respect and encourage each other to act against violence and discrimination, and that all types of violation, bullying and involuntary exclusion do not occur in the electrical engineering division.

2. Equal treatment at the electrical engineering division

Every member of the electrical engineering division should be treated with respect and feel welcome in all contexts at the division. The electrical engineering division does not accept any form of bullying, or offensive or discriminatory acts. The electrical engineering division will strive to arrange events with themes that are not offensive. When printing or publishing images, the identity and integrity of visible persons must always be respected. When publishing images, the visible persons will always have the final word in case of conflict.

3. Inclusive culture

Members of the electrical engineering division must work for a varied and inclusive culture at the division. Exclusion of an individual or individuals based on any of the seven grounds of discrimination shall not occur. Guests of members are welcome to the electrical engineering division and its premises. Members of the division are responsible for ensuring that guests at the division have knowledge of and act in accordance with the policies of the electrical engineering division.



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Elektroteknologsektionen

3.1 Food

During events at the division, every member must respect and show consideration for the participants' allergies and food preferences. Participants are responsible for reporting food preferences and allergies to the organizer, who in turn has a responsibility to provide a forum for this. Organizers must ensure that reported preferences and allergies are taken into account and be able to satisfy alternatives of equivalent quality. Exceptions can be made at an event when a guest has changed their preferences after the ticket sale, in which case the alternative does not have to meet equivalent quality.

3.2 Alcohol

No incitement to drink alcohol shall occur at the electrical engineering division. Sobriety or moderate alcohol intake should be encouraged. Fully alcohol-free options must always be visible and available to all students at every event. Exceptions can be made at an event when a guest has changed their preferences to non-alcoholic after the ticket sale, in which case the alternative does not have to be equivalent.

3.3 Nudity

At the electrical engineering division, all arrangements and joint premises must be free from nudity. Genitals should be concealed with underwear and/or swimwear. Members of the division shall also not encourage nudity at events with organizers from other divisions. Integrity regarding nudity in changing rooms must be respected. When changing in the sauna, one should be very aware of the integrity of others and also not unjustifiably occupy the disabled toilet when changing clothes. Since this should be available for those people who want to change in a closed group or alone.

4. Responsibility and where to turn

As a member of the electrical engineering division, you are responsible for both other members and guests to follow the division's equal treatment policy. If you see something that violates the equal treatment policy, you also have an obligation to either act against this or report the incident to either SAMO, any person in the division board, SO (Chairman of the Social Unit at the student union), trygg.chalmers.se, an employee of the university or to the Program management.

4.1 To whom can I talk to?

If you want to talk to someone before reporting an incident, you can turn to your SAMO, student guidance counselor, student representatives, or to the social unit at the Student Union. They can give you advice without being active in the case if you do not want them to. If you choose to contact your program manager or an other employee at the university, he or she is responsible for reporting the incident to the investigation team for your and the security of others.

If you want to report something orally instead of in writing, you can contact anyone within the university or the Student Union and ask for help in reporting.



5. Definitions

5.1 Discrimination , harassment and other abusive or unjust treatment.

Discrimination is when an individual is treated different than someone else is treated, has been treated or should have been treated in a comparable situation due to one of the statutory grounds for discrimination in accordance with the Discrimination Act (2008: 567).

Direct discrimination: means that someone is disadvantaged by being treated unfairly compared to how someone else is, has been or should be treated in a comparable situation.

Indirect discrimination: that any individual or group is disadvantaged by the application of a provision, criterion or procedure which appears to be neutral but disadvantages someone according to the grounds of discrimination.

Structural discrimination: that certain rules, norms, routines, attitudes and behaviours that occur in organisations and other social structures systematically discriminate against certain groups of people, see example of abusive discrimination.

Abusive special treatment : recurrent reprehensible or negative actions directed to individuals and which may lead to the individual being placed outside the community of the division. The concept includes the phenomena that are also called bullying, psychological abuse, social exclusion and harassment.

Harassment: to behave in a way that violates a person's dignity and that is related to the statutory grounds of discrimination. Unlike abusive special treatment, harassment can be limited to a single incident.

Gender-based harassment: to act or treat someone in a way that violates a person's gender.

It is forbidden to subject anyone who has reported discrimination to retaliations. It is also forbidden to punish someone for having participated in an investigation into discrimination.



5.2 The seven grounds of discrimination

- Sex
- Transgender identity and expression: describes persons who do not define themselves as a woman or a man, or express by their manner of dressing or in some other way that they belong to another sex.
- Ethnicity: refers to an individual's national or ethnic origin, skin colour or other similar characteristic.
- Disability: refers to lasting physical, mental, or intellectual limitations of a person's functional capacity that as a consequence of injury or illness existed at birth, has arisen since or can be expected to arise.
- Sexual orientation
- Age
- Religion or other belief

The prohibition of discrimination on the ground of **sex** also includes persons who have undergone, or who are planning to undergo sex reassignment. (2014:958)

5.3 Examples of abusive or unjust treatment are:

- Defamation
- Systematically ignoring an employee or student
- Withholding information and thereby complicating the execution of the work
- Insults or negative treatment
- Unjustified deprivation of duties and work space
- To criticize and/or ridicule someone in front of others
- Ostracism
- Persecution in various forms
- Threat

5.4 Allergies & food preferences

A food preference includes special diets that are caused by food allergies, intolerances or special food needs for other medical, ethical or religious reasons.