



Policy on Equal Treatment & Responsibility

1 Purpose and Background

The purpose of the Electrical Engineering student division (Et-sektionen) Policy on Equal Treatment and Responsibility is to establish a shared foundation of values for its members. It summarizes the values and rules of conduct that members of Et-sektionen are expected to follow, as outlined in section 2:2 of the division's bylaws.

The policy also aims to benefit Et-sektionen by ensuring that members and their guests feel safe and welcome everywhere. Within the division, members treat one another with respect, encourage action against harassment and discrimination, and strive for an environment free from bullying, harassment, and social exclusion.

2 Who Can You Talk To?

If you are struggling or wish to talk to someone about an incident – regardless of the issue – you can always turn to your SAMO (Student Safety Representative), your student counselor, or the Social Unit within Chalmers Student Union (SO). They can offer advice without being obligated to take action.

You can also contact your Head of Program or another university employee. If you do, they are required to report the incident to the investigation team to ensure your and others' safety.

If you prefer to report something verbally instead of in writing, you can speak to anyone at the university or student union and ask them to help you report it.

3 Your Responsibility as a member of Et-sektionen

If you witness or become aware of something that goes against this policy, you are responsible for either intervening yourself or reporting the incident. Reports can be made to the division's SAMO, any member of E-styret, SO, trygg.chalmers.se, a university employee, or the program management.

As a member of Et-sektionen, you are responsible for ensuring that:

- Everyone is treated with respect and feels welcome at all events and environments at Et-sektionen.
- Members of Et-sektionen promote a diverse and inclusive culture.
- Bullying, harassment, and discriminatory actions are not tolerated in Et-sektionen – including through songs, conversations, or other behaviors.
- Events at Et-sektionen shall not have themes that may be perceived as offensive.
- All members should act respectfully toward associations, working groups, and committees, and their work and events.



- All members should act respectfully toward other members of Et-sektionen and alumni.
- All members should act respectfully toward other divisions and their associations and committees, and their work and events.
- No inappropriate or offensive behavior should occur at events and/or behaviors that violates any of the policies belonging to Et-sektionen or Chalmers student union.
- Coercive behavior of any kind is not allowed, including pressuring others to consume alcohol.
- Events should not result in unnecessary wear or damage to facilities.
- No physical violence is allowed.

These points are based on the seven (7) grounds for discrimination. More information can be found at www.DO.se under “Diskrimineringsgrunderna” (Grounds for Discrimination).

4 Your Responsibility as a member of an association at Et-sektionen

Additional responsibilities apply to members of an association at Et-sektionen. These individuals have been entrusted to represent Et-sektionen and are held to higher standards of conduct. In addition to points under 3, active members are expected to:

- Set a good example at all events at Et-sektionen.
- Not abuse any position of authority.
- Not speak negatively about other associations, committees, groups, mentor teams, or divisions. Avoid all forms of coercive behavior.
- Actively contribute to improving the culture at Et-sektionen and promoting a sense of belonging and equal participation.
- Promote good cooperation between associations, working groups, and committees within Et-sektionen.
- Treat security personnel and other staff with respect.
- Organize events with the goal that everyone feels safe and welcome.

5 Consequences

If someone violates this policy or engages in clearly inappropriate behavior, E-styret may take appropriate action after reviewing and evaluating the case.

Any action taken will be communicated to the individual(s) involved, including the reason, the consequences, and the duration. The appropriate action is determined on a case-by-case basis. Affected individuals have the right to appeal the decision to E-styret and the student division meeting.



Examples of possible consequences include:

- **Warning** – No immediate further action, but future violations may result in more severe consequences.
- **Event Ban** – The individual may not attend events at Et-sektionen, except for student division meetings.
- **Division Premises Ban** – The individual may not enter Kajsabaren, and their access can be revoked, including during events in the venue.
- **Representation Ban** – The individual may not represent any association, working group, or committee, or Et-sektionen as a whole.
- **Reception Ban** – The individual may not act as a mentor (phadder) and is banned from all reception events and from representing Et-sektionen.
- **Dismissal from Association Role** - The individual may be dismissed from their position in a association, group, or committee at Et-sektionen.
- **Reporting** – The individual may be reported to relevant bodies such as *Trygg På Chalmers*, Chalmers student union's disciplinary board, or another suitable authority.

6 Special Guidelines

These are specific responsibilities for certain areas.

6.1 Food

During events, Et-sektionens members must respect participants' dietary preferences. Participants are responsible for informing organizers, who are in turn responsible for accommodating these preferences with equal quality alternatives.

Exceptions may apply if a guest changes their preference after the deadline, then the alternative must not be of equal quality.

Dietary preferences refer to allergies, intolerance, or medical, ethical, or religious reasons.

6.2 Alcohol

There shall be no pressure to drink alcohol within Et-sektionen. Sobriety or moderate drinking should be encouraged. Non-alcoholic options must always be clearly and visibly available to all students.

Exceptions may apply if a guest changes their preference after the deadline, then the alternative must not be of equal quality.

6.3 Nudity

All events of Et-sektionen and common areas must be free from nudity or encouragement of nudity. Members of Et-sektionen should not promote nudity at inter-division events. Privacy should be respected during changing.



6.4 Photographs and videos

When printing or publishing photos and videos, the identity and privacy of visible individuals must be respected. If there is a conflict, the visible person always has the final say.