Do you want to know more about equal opportunities?

Below you will find a list of web pages where you can find more information regarding equal opportunity issues. This includes information concerning the equal opportunity work at Lund University and related policy documents, plans of action and action programs, as well as information about legislation and where to turn to for gender equality related questions.

The Gender equality and Equal opportunities Committee:  
http://www.geology.lu.se/about-us/department-management/equal-opportunity-group

Gender equality and Equal opportunities at the Faculty of Science:  
http://www.science.lu.se/about-the-faculty/mission-vision-and-values

Gender equality and equal treatment at Lund University (in Swedish):  

Discrimination Ombudsman:  
http://www.do.se/other-languages/english-engelska/

Lund University student ombudsman (in Swedish):  

Contact information

You are very welcome to contact us in person at the department. Additionally, we can also be reached via e-mail.

Cecilia Akselsson  
cecilia.akselsson@nateko.lu.se
Laurie Charrieau  
laurie.charrieau@geol.lu.se
Lisa Farrington  
farringtonlisamaria@gmail.com
Andrew McRobert  
andrew.mcrobert@nateko.lu.se
Natalie Nyman  
natalie.nyman@cgbkansli.lu.se
Johanna Stadmark  
johanna.stadmark@geol.lu.se

We work actively with equal opportunity issues. We see it as self-evident that all should be treated equally at our departments. This leaflet provides information about our work regarding equal opportunities, including gender related issues and sexual harassment.
The Gender Equality Committee and our work

The committee for gender equality issues is represented by teachers/researchers, PhD students and students. The main purpose of the committee is to evaluate and revise the gender equality plan. Another important task for the committee is to increase the awareness of gender equality issues within the department.

Presently the committee consists of: Lisa Farrington (student), Andrew McRobert and Laurie Charrieau (PhD students), Cecilia Akselsson and Johanna Stadmark (lecturers/researchers), and Natalie Nyman (TA-personell).

Discrimination Act

Gender equality at the department is based on Swedish Discrimination Act. In the past, gender issues were covered by the Equality Act and the Equal Treatment Law. From January 1st 2009, these have been superseded by the Discrimination Act, which also includes discrimination based on other grounds.

Gender Equality Plan

The Gender Equality Plan applies to all employees at the department and is revised and updated annually. The overall aim of the gender equality plan is to ensure that all the employees of the department are handled equally with respect to working conditions, advancement opportunities, salary and day-to-day treatment, regardless of gender.

Equal Treatment Plan

The Equal Treatment Plan applies to students and PhD students. The Gender Equality Committee is responsible for supplying an updated Equal Treatment Plan from the year 2011. The purpose of the plan is to monitor the students' right of development based on their individual abilities, regardless of their gender, ethnicity, social background, religion, belief, disability or sexual orientation.

Sexual or gender related harassment

The departments work for an environment free of harassment, either sexual or otherwise gender related. Both men and women can harass and be harassed. To harass somebody often means to consciously and deliberately expose somebody to continuous discomfort. Harassments need not, however, be carried out consciously. If the exposed individual feels affronted, then they have been exposed to harassment. It is therefore mainly the exposed individual who determines which actions shall be taken. Such harassment shall immediately be acted upon and investigated. The department director has a principal responsibility and shall act to ensure that no one, neither employee or student, is exposed to sexual or gender related harassment and that measures against these are pursued and evaluated. If you have experienced sexual or gender related harassment then you have the right to immediate help and support.

Harassments due to gender may include:
- ignoring of comments and actions
- to be frozen out
- to be rendered invisible
- to be mocked
- to be withheld information
- to be impeded in work and studies

Sexual harassment may include:
- comments containing sexual significance
- sexual jokes
- physical contact
- irrelevant comments concerning appearance and private life
- questions about or demands for sexual favors, often under threat or in exchange for rewards

Where to turn for guidance and support

The following agencies can provide advice and support. If you do not know where to turn to, please contact the Gender Equality Committee. Remember that the Företagshälsovård (046-222 32 80), Studenthälsan (046-222 43 77) and Personalenheten (046-222 94 71) provide support and help when you are vulnerable. Other agencies can also be effective for support: Studentpräster, Studentombudet, Doktorandombudsmannen, Lunds doktorandkår and TLTH, Personalorganisationer (SACO, SEKO, TCO). The responsible persons within those organizations deal with matters confidentially, are easily accessible and have organisational knowledge of the university.