



UPPSALA
UNIVERSITET

HANDBOOK

on discrimination and harassment

Developed by the Equal Opportunities'
Group at IBF

2018



Definition

Harassment is an act that violates someone's dignity.

Sexual harassment is an act of sexual nature that violates someone's dignity.

To be subject to the Anti-Discrimination Act, the offending act must be linked to any of the **grounds of discrimination**: gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation and age.

Examples:

- Unwanted physical approaches focusing on the "difference" in someone's physical appearance
- Comments on a colleague's body during pregnancy
- Derision of gender identity
- Derogatory generalizations about ethnic or religious groups
- Derogatory generalizations about men / women as a group



Exposed?

What should I do if I'm exposed?

Make your voice heard. Sexual harassment is never okay, but if it cannot be considered obvious to the person who exposes you that the act is offensive, you need to mark that s/he crossed the border.

Consult the representatives from the equal opportunity group.

Tell your boss/head of department. If you wish, bring a union representative or someone from the equal opportunities' group. If it is the boss who harasses, or if the employer does not do enough for the harassment to end, you can report it to **the union** if you are a member and otherwise to the **DO** (Discrimination Ombudsman).

Contact the representative for doctoral students at the Students' Union or the equal opportunity experts at the HR-department likavillkor@uadm.uu.se.

Document. Write down what has happened and when - it can be easier to be believed and help you remember time, space and other things that can strengthen your story.

Do not delay. Try not to wait too long with a possible notification because it will be harder to correct a situation the longer time passes (the limitation period is currently 2 years).



Counteract!

What can you expect from the employer?

1. That the report is being **investigated** and taken seriously.
2. That the continuation of harassment is **stopped** and action is taken as soon as possible. It can be a warning, relocation or in the worst case - a termination.
3. **A Follow-up** about the end of harassment.
4. **Preventive work**: Active anti-discrimination measures, including harassment and sexual harassment.

Read more about the University's guidelines for dealing with harassment at the Medarbetarportalen.

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Preventive work

Engage in equal opportunities' work!

Equal opportunities work at IBF revolves around the prevention of discrimination and harassment and focuses on active measures. The work should be done in 4 steps: • Investigate risks • Analyze causes • Implement actions • Follow up and evaluate. The work should be documented on a continuous basis.

If the university fails in the preventive work, it is possible to report it to DO. Source: www.do.se