

göta studentkår

Göta studentkår's equal treatment policy.





Type of governing document: Policy

Adopted by: The Representative Assembly, 2016-05-26

Last revised: 2018-10-29

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Background

The foundational values of Göta studentkår rests on the equal value of all people and should therefore work towards this. Göta studentkår must actively distance itself from all forms of discrimination and actively work to counteract structural repression. Göta studentkår should work from a norm-critical perspective and have an understanding of all people's different ways of life, background and conditions.

Purpose

The purpose of the equal treatment policy is to lay a foundation for the work on equal treatment and equality within Göta studentkår. This document should be a living document and therefore be revised regularly. Representatives of Göta studentkår should have an understanding of different grounds for discrimination, how they cooperate and observe a problematic approach to them. This is to be an inclusive student union that works for all students

Magnitude

The Equal Treatment Policy applies to all active members of Göta studentkår. The document is a complement to our foundational values, but is below the values, statutes and other governing documents. Those covered by the policy are therefore the remunerated, the trustees, employees, members of the representative assembly, student representatives, union associations, student groups and others representing Göta studentkår.

Accountability

The equal treatment policy is a document adopted by the representative assembly, which is the highest decision-making body of Göta studentkår. The equal treatment policy

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should be regularly reviewed by the representative assembly. It is the task of the union board to establish an action plan for equal treatment and to continuously review the action plan to keep it updated.

Key terms

The equal treatment policy is based on the grounds of discrimination. Göta studentkår is aware that the grounds on which a person can be discriminated against are considerably more complex than the legal text regulates. That is why we want to be progressive in our work on equal treatment and add more perspectives.

- > Gender identity, gender identity and / or expression
- > Ethnic affiliation and language
- > Religion or other beliefs
- > Disability or functional variation
- > Sexual orientation
- > Socioeconomic background
- > Age

Inclusion

The term inclusion means that everyone should be able to take part of Göta studentkår and in the activities offered by Göta studentkår. All people have different conditions, experiences and backgrounds and should not be restricted or excluded from the union's activities because of it.

Gender identity, gender identity and / or expression

Gender is a spectrum of different identities, experiences and definitions. A person should never be discriminated against based on their gender, gender identity and / or expression. Nor should a person be discriminated against on the basis of gender identity and / or expression.

Göta studentkår shall work to ensure that people regardless of gender, gender identity and / or expression feel included in the organisation.

Ethnic affiliation and language

Ethnic affiliation refers to an individual's national and ethnic origin, skin color or other similar conditions. National origin means that people have the same nationality, such as Finns, Poles or Swedes. Ethnic origin means that people have a relatively uniform cultural

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pattern. For example, a person belongs to one of the national minorities such as the Sami and the Roma. A person must never be discriminated against because of ethnic affiliation and language.

Göta studentkår must work to make sure that people regardless of their ethnic origin, skin color or language feel included in the organization

Religion or other religious beliefs

A person is free to practice his or her religion in Sweden in accordance with the Government Form 2, section §1.6 and the general declaration of human rights. A person must never be discriminated against on the basis of religion or other beliefs. Göta studentkår is a religiously unrelated student union and must therefore respect the individual's religion or belief.

Göta studentkår shall work to make sure that people regardless of religion or beliefs feel included in the organization

Disability / Functional variation

Göta studentkår shall work to enable members to participate in the various activities, meetings and gatherings of Göta studentkår on equal terms. A person should not be excluded based on the person's functional variations. This includes accessibility in connection with the union's activities, meetings, documents and attendance. A person must never be discriminated against because of a disability or a variation in function.

Göta studentkår shall work to ensure that people regardless of functional variation feel included in the organisation.

Sexual orientation

A person must never be discriminated against based on his or her sexual orientation. Göta studentkår respects that it is up to each individual to define his or her sexual orientation or lack thereof.

Sexual orientation is a complex category that can refer to sexual attraction, love, etc. This includes, among other things, heterosexuality, homosexuality, bisexuality, pansexuality, asexuality and variations in between. Sexuality can be fluid for some people which means that a person can define his or her sexuality differently from time to time. It is up to the

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individual to define their own sexuality and a person should not have to be questioned, distrusted or offended because of their sexuality.

Göta studentkår shall work to ensure that people regardless of sexual orientation feel included in the organisation.

Socio economic background

A person must not be discriminated against because of their socio economic background. Göta studentkår needs to understand that students come from different backgrounds and therefore have different preconditions.

Göta studentkår should work to make sure that people regardless of socio-economic background feel included in the organisation.

Age

A person must never be discriminated against because of age. Göta studentkår's primary responsibility is towards students and we know that students are of all ages.

Göta studentkår must actively work to make people of all ages feel included in the organisation.

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