

# Guide for students on discrimination, harassment and victimisation

THE FACULTIES OF HUMANITIES AND THEOLOGY

**Respect, tolerance and consideration are to apply in all relations. This concerns all categories of people active at the University: students, teaching staff, researchers and administrative staff. Everyone has a shared responsibility for treating people around them with respect and for striving to create a good work environment in all contexts, whether in the lecture halls, the corridors, on social media or in the common rooms.**

## Introduction

This guide is mainly intended for students at the Faculties of Humanities and Theology. Its purpose is to provide you with support so that you dare to take steps if you are subjected to discrimination, harassment and/or victimisation.

### THE GUIDE CONTAINS:

- Information on what discrimination, harassment and victimisation are, along with concrete examples.
- Support and guidance on the paths you can follow if you feel subjected to discrimination, harassment and/or victimisation.
- Contact details for where to turn and useful links.

## What are discrimination, harassment and victimisation?

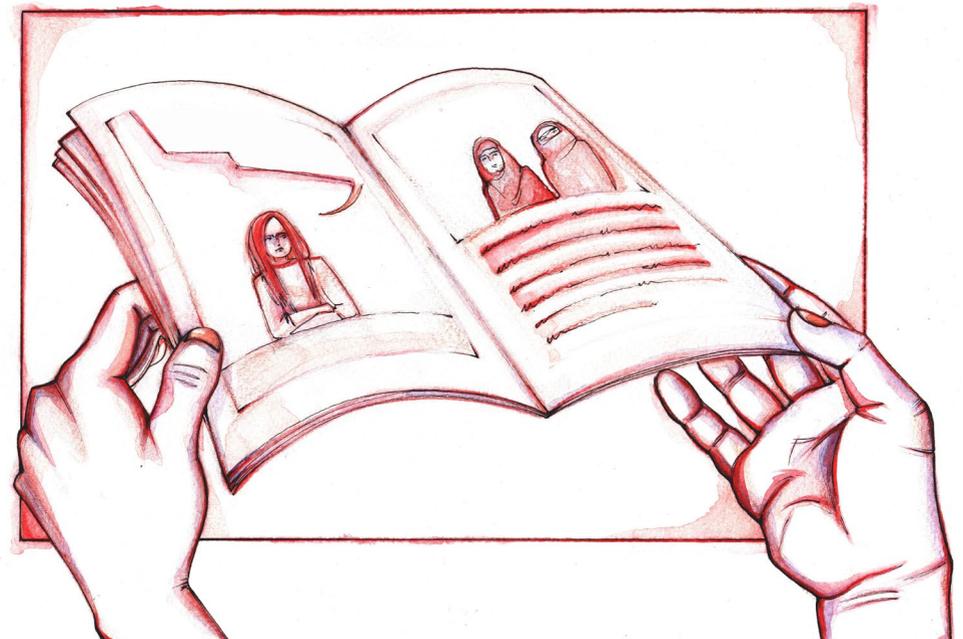
### THE DISCRIMINATION ACT AND THE SEVEN GROUNDS FOR DISCRIMINATION

The Discrimination Act covers six different forms of discrimination:

- direct discrimination
- indirect discrimination
- inadequate accessibility
- harassment
- sexual harassment
- instructions to discriminate

In order to invoke the Discrimination Act, the incident must be linked to one of the seven grounds for discrimination. The seven grounds for discrimination prohibited by the Act are:

- gender
- transgender identity or expression
- ethnicity
- religion or other belief
- functional disability
- sexual orientation
- age



## DISCRIMINATION AND HARASSMENT

Below is a brief summary of the Discrimination Act (links to further information are provided on the back page).

**Direct discrimination** is when someone is disadvantaged by being treated less favourably than someone else in a comparable situation, if this disadvantaging is associated with any of the grounds for discrimination. Direct discrimination can be when an applicant is refused access to a study programme for such reasons. Another example is when an examiner takes a candidate's gender into account in an examination.

**Indirect discrimination** is when someone is disadvantaged by the application of a provision, criterion or procedure that appears neutral but that may put certain people at a particular disadvantage. An example of indirect discrimination would be if the University set particular requirements for prior knowledge which are not relevant to the study programme and that exclude people covered by the grounds for discrimination.

**Inadequate accessibility** is when a person with a disability is disadvantaged compared to a person without this disability, through a failure on the part of the organisation to take reasonable measures to address this. Examples of inadequate accessibility are a lack of information in alternative formats, such as libraries not offering required reading in adapted media, such as talking books, or when high thresholds or other differences in floor level prevent someone from accessing a lecture hall.

**Harassment** is behaviour which offends someone's dignity and which is connected to one of the grounds for discrimination. This can take the form of direct speech, email contact or text messages. An example of such behaviour is when a lecturer or a fellow student says something derogatory to a student based on the student's gender or ethnicity.

**Sexual harassment** is behaviour of a sexual nature which offends someone's dignity. This can take the form of insistent stares, unwelcome physical contact or sexual innuendos either in individual exchanges or in front of a whole group.

**Instructions to discriminate** take place when a person in a position of responsibility gives orders or instructions to discriminate against someone in the ways covered in the paragraphs above.

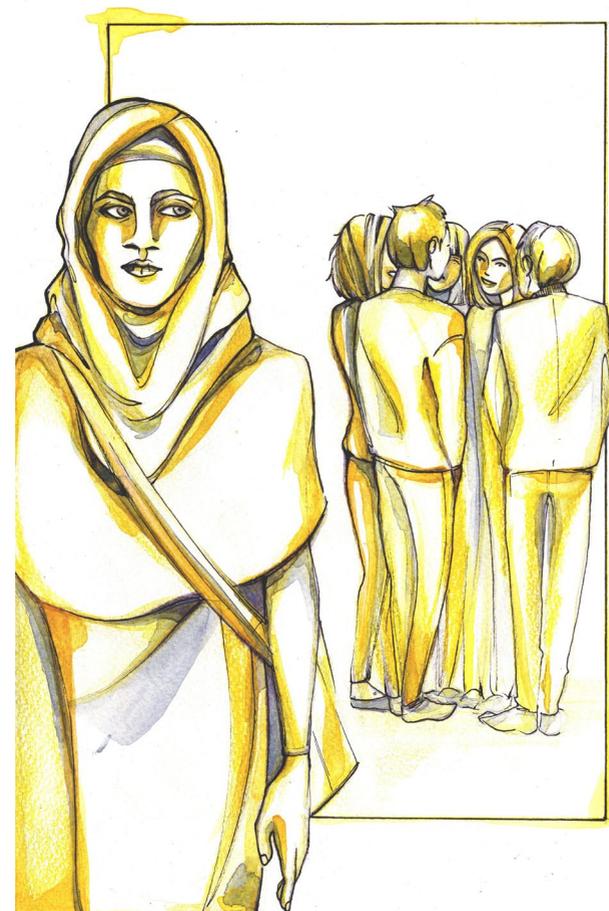
*It is prohibited to subject someone who has reported discrimination to reprisals. It is also prohibited to punish someone for collaborating in an investigation on discrimination.*

## VICTIMISATION

Below is a definition of victimisation as the term is used in the Work Environment Act (links to further information on the back page).

**Victimisation:** Offensive behaviour cannot always be linked to the seven grounds for discrimination. In such cases, the behaviour is referred to as victimisation. This means words or deeds

which are perceived as offensive and which are usually seen as completely incomprehensible and unfair by the person or people subjected to them, words and actions that result in the victim being excluded from the social group.



If you want to read more about discrimination, harassment and victimisation, you can consult the websites of the discrimination ombudsman<sup>1</sup> and the Swedish Work Environment Authority<sup>2</sup>.

<sup>1</sup> <http://www.do.se/other-languages/english-engelska/education/>

<sup>2</sup> <https://www.av.se/en/health-and-safety/mental-ill-health-stress-threats-and-violence/bullying/>

### IMPORTANT! WHAT COUNTS IS YOUR EXPERIENCE

The person who feels subjected to discrimination is always the one to determine what is felt to be offensive. However, this does not always mean that the existence of an offence necessarily falls under the Discrimination Act or the Swedish Work Environment Act.

### Everyday examples of behaviour that can be perceived as offensive

Ella and her female fellow students are continuously considered a lower priority by the lecturer in that they never get a chance to answer any questions.



Jamila, who wears a headscarf and has a slight accent, always feels excluded from various group assignments on the basis of her clothing and background.

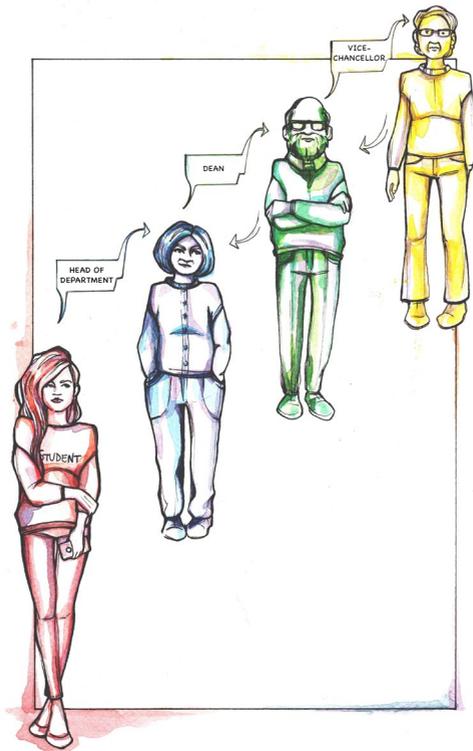
The students on a course start a common Facebook group. Gradually, some members start spreading rumours about Kalle in the group. He is insulted and excluded not only in the group but also in lectures and group work.

Pelle has a hearing impairment and gets a place on a course he has wanted to attend for a long time. At the start of the course, it becomes apparent that Pelle cannot take part in the taught activities as no hearing loop has been arranged in the teaching premises.



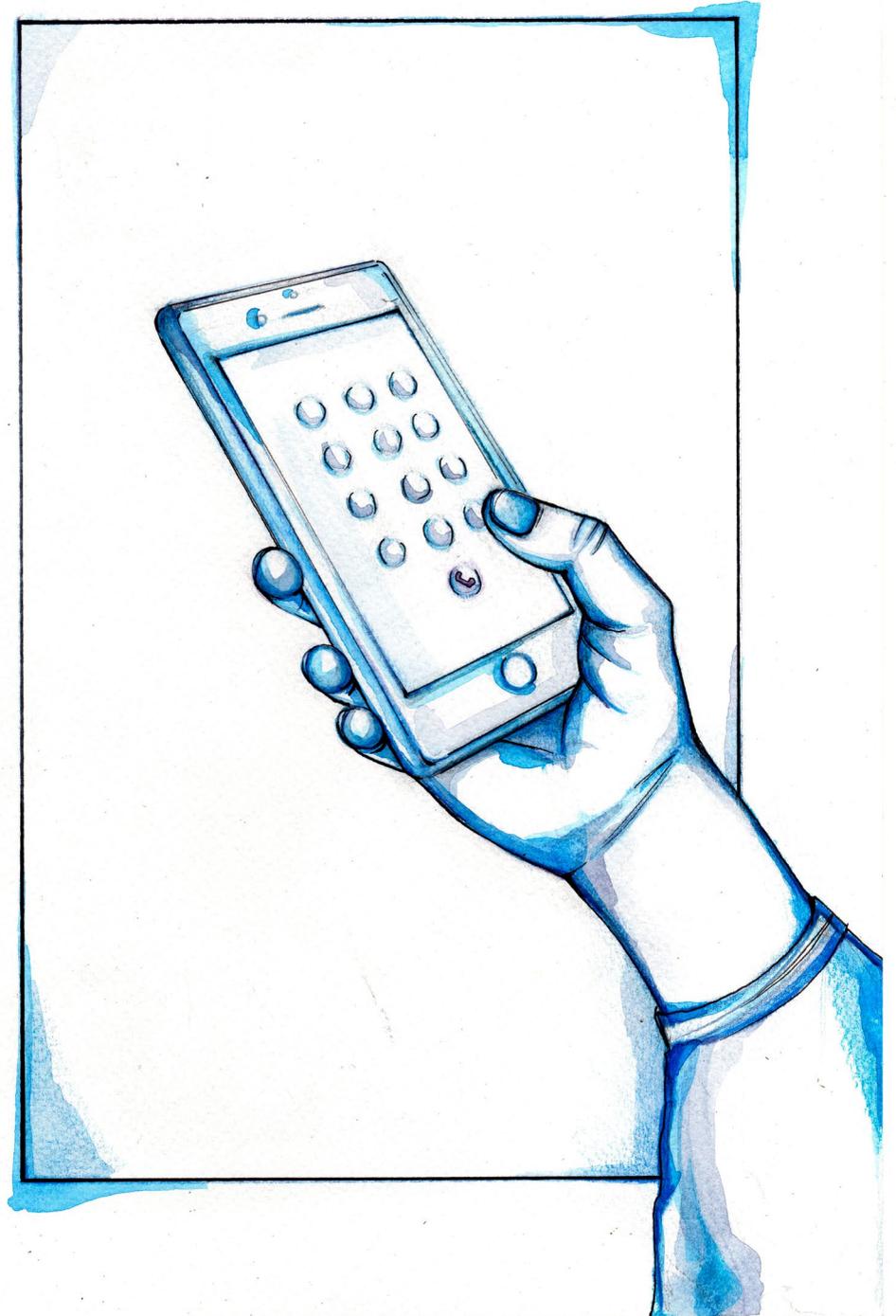
## Who is responsible and where do you turn for help?

The vice-chancellor of Lund University has overall responsibility for the work environment. The direct responsibility is delegated to the faculties' deans and heads of department. In addition, all employees and students at Lund University have a responsibility to contribute to a good work environment for both employees and students.



### DON'T HESITATE TO GET IN TOUCH

The absolutely most important thing is that you know that you always have the right to help, advice and support if you feel discriminated against, harassed or offended. Don't wait to ask for help. Remember that the situation cannot be further dealt with or solved if it has not even been brought to the attention of those responsible. As a student, you are to feel it is safe to take contact if you experience being discriminated against, harassed or victimised.



## MANY WAYS TO GET HELP

There are many different ways to get help.

### Informal management

A first step can be to speak to someone you trust so that you can gain perspective on what happened. There may be a course representative on your study programme who can help you to get in touch with the student council at the department. You are always welcome to contact the various study advisors at the faculties. You can also turn directly to the students' union of the faculties of Humanities and Theology, who know how one can pursue these issues. The Student Health Centre, the student health and safety representatives, the student chaplains and the student representative are also potential contacts through whom you can apply for help from us (see contact information on the last page).

### Formal management

In certain cases, a formal complaint may be appropriate. This can be done by the person who has been subjected to the behaviour, but it is also the case that a person at the University who has become aware of the events is to contact the head of department, who is obliged to investigate the circumstances of the alleged harassment promptly and impartially. An investigation which is neutral and in which both sides are heard is to be initiated. If the department does not manage to investigate, there are other units to help out, such as the Legal Services office in the University administration. Please note that it is not possible to maintain anonymity, but the personal integrity of those involved must be taken into account as much as possible.

If the events do not concern harassment but rather victimisation, the investigation falls outside the Discrimination Act. But the investigation can proceed as it would in the case of harassment.

A report cannot be filed more than two years after the event.

### There is a clear investigative procedure

The important thing to remember from this guide is that there are several units to contact and dare to go to for help and support if you feel that your complaints have not been heard or you have been met with comments such as "that's just how it is" or "this is how things are around here, that's what we've always said".



Help is available!  
 Contact details for the student representative, heads of department and student chaplains, for example, are listed on the back page of this guide!

# Contact details and useful links

## FOR INVESTIGATION

### Contact details at the Faculties of Humanities and Theology

Head of department, deputy head of department and directors of studies

[www.ht.lu.se/en/kontakt/prefekter-bitr-prefekter-och-studierektorer](http://www.ht.lu.se/en/kontakt/prefekter-bitr-prefekter-och-studierektorer)

## LEGISLATION

### Discrimination Act:

[www.government.se/contentassets/6732121a2cb54ee3b21da9c628b6bdc7/oversattning-diskrimineringslagen\\_eng.pdf](http://www.government.se/contentassets/6732121a2cb54ee3b21da9c628b6bdc7/oversattning-diskrimineringslagen_eng.pdf)

### Victimisation:

[www.av.se/en/health-and-safety/mental-ill-health-stress-threats-and-violence/bullying](http://www.av.se/en/health-and-safety/mental-ill-health-stress-threats-and-violence/bullying)

## SUPPORT AND HELP

### Humanities and Theology students' union:

[www.studentlund.se/kar/humanistiska-och-teologiska-studentkaren](http://www.studentlund.se/kar/humanistiska-och-teologiska-studentkaren)

### Student Health Centre: 046-222 43 77

[www.lunduniversity.lu.se/current-students/health-care/student-health-counselling](http://www.lunduniversity.lu.se/current-students/health-care/student-health-counselling)

### Student Health and Safety Representative:

[www.lunduniversity.lu.se/current-students/academic-matters-support/student-rights-guidelines/student-health-and-safety-representatives](http://www.lunduniversity.lu.se/current-students/academic-matters-support/student-rights-guidelines/student-health-and-safety-representatives)

### Student representative: 0704-56 66 13

[www.studentlund.se/kar/studentombud](http://www.studentlund.se/kar/studentombud)

### Student chaplains: 046-35 87 35

[www.lundsdomkyrka.se/english/church-activities/counseling](http://www.lundsdomkyrka.se/english/church-activities/counseling)

### Study advisors at the Faculties of Humanities and Theology:

[www.ht.lu.se/en/contacts](http://www.ht.lu.se/en/contacts)

### Humanities and Theology website on gender equality and equal opportunities:

[www.ht.lu.se/en/the-faculties/diversity-equal-opportunities-and-gender-equality](http://www.ht.lu.se/en/the-faculties/diversity-equal-opportunities-and-gender-equality)

## STUDENTS' RIGHTS AND OBLIGATIONS AT LUND UNIVERSITY

### The rights and obligations of students at Lund University:

[www.lunduniversity.lu.se/current-students/academic-matters-support/student-rights-and-guidelines](http://www.lunduniversity.lu.se/current-students/academic-matters-support/student-rights-and-guidelines)

## LEGAL SERVICES AND RECORD MANAGEMENT AT LUND UNIVERSITY

[www.lunduniversity.lu.se/lucat/group/v1000877](http://www.lunduniversity.lu.se/lucat/group/v1000877)



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