



Sektionen för Arkitektur och Industridesign
inom Teknologkåren vid Lunds Tekniska Högskola

POLICY DOCUMENT FOR NON-DISCRIMINATION

History

This policy was proposed at the autumn-meeting 2022.

Purpose

The purpose of this policy is to communicate the values regarding equal treatment which the A-guild within TLTH shall be characterized by, and also state guidelines for how the guild and its volunteers should work based on these values. The policy also lays the foundation for an action plan to make sure these values are complied with.

The A-guild's Non-Discrimination Policy is an addition to, and is below the teknologkårens "policy of equal treatment."

Equal treatment

All members should feel welcome and represented at the A-guild. Every member, and others who are affected by the A-guilds operations, shall have the freedom to express themselves, their opinions and thoughts. We show each other respect and give each other the conditions to partake and feel well in the A-guild's community. Every member shall have the equal opportunities to affect and partake in the activities of the guild.

Within the A-guild, it may not occur, and the guild works actively to prevent:

- Discrimination and victimization:

That any individual or group is treated differently on the basis of their age, gender, gender-nonconforming identity, ethnicity, religion or other faith, disability, sexual orientation, political opinion, family situation, socioeconomic background or results in their studies.

- Ruler techniques:

Methods of social manipulation with which an individual or group establishes a position of dominance over others. These techniques include, among others, making invisible, ridiculing, withholding information, the double bind, transferring blame, objectification, gaslighting, violence and threats of violence

- Harassment:

Abusive behavior towards groups or individuals. An event or environment is seen as abusive if any person experiences it as such.

- Abuse of power:

Members of the A-guild who use their position within the A-guild for their personal, or their personal group's advantage.

- Ostracism:

Systematic exclusion of individuals or groups. The exclusion can appear by being excluded from the A-guild's information channels, an inferior ability to candidate for specific posts or the affected group or individual feeling unwelcome to volunteer within the A guild's operations

Commitments

The A-guild works both proactively (preventative) and reactive (actively) to prevent the occurrence of discrimination, victimization, social manipulation, harassment and ostracism.

Prevention

- The A-guild shall have a systemic work for equal treatment which shall be embedded in all parts of the guild. The committees and the board of the guild shall together decide for vision and goals, and evaluate equal treatment work each year as follows:
- The committee chair starts the spring off by discussing the equal treatment work within the committee and decides vision and goals for the following calendar year together with the members of the committee.
- The executive committee shall decide for vision and goals for the board. Goals and vision for every committee and the board are discussed and approved no later than the spring's fourth board meeting.

- The committee chair shall continuously remind volunteers of the decided vision and goals when planning and arranging the committee's activities.

- At the end of the autumn-term all committees, and the Guild-board, shall evaluate the equal treatment work on the basis of decided visions and goals together with the Equal Opportunities representative. The evaluation is discussed and compiled during the autumn-term´s last month.

- The A-guild Equal Opportunities representative is responsible for summarizing the committees and the executive committee's vision and goals for the upcoming year. The summary shall be approved by all board members and be available at the A-guild's website no later than the first of march.

- Decided goals, vision and evaluation of the work within respective committees and the executive committee shall be included in the annual report.

Countermeasures

- All volunteers within the A-guild have a responsibility to pay attention to events or conditions within the guild's operation that conflict with this policy, and in occurrence report the event to the A-guild's Equal Opportunities Representative, or head of social affairs at TLTH.

- The guild board reserves the right to cancel events which conflict with, or risks conflicting with this policy

- If a member of the guild-board or the Equal Opportunities Representative acts in a way which conflicts with this policy, the case shall be passed on to Teknologkåren.

- An official who acts in a way that is contrary to this policy may be warned, dismissed or suspended according to the procedure in the Technology Corps policy for dismissal and suspension

- The executive committee is responsible for following up on incidents and for preventing them in the future.

- All equal-treatment cases shall be treated with respect and discretion. The affected wishes regarding actions, anonymity and information dissemination must always be taken into account and only waived for good reasons after the affected has been informed of this.

Appendix 1

If you are experiencing or have been subjected to discrimination, and victimization, ruler suppression techniques, harassment, abuse of power or ostracism within the A-guild operations you can always contact

the Equal Opportunities Representative or a member of the A-guild board. It is important that the guild is informed about incidents so the equal treatment work can be improved and future discrimination can be prevented. You are never to blame if you have been subjected to discrimination or harassment.

It is up to you to decide if, and who, you contact. You can:

- Contact the person or group who has subjected you to discrimination or harassment
- Contact the Equal Opportunities Representative within the A-guild
- Contact head of social affairs at the Student Union (TLTH)
- Anonymously write to the A-guild equal Opportunities Representative using the contact form at the A-guild Website. The Equal Opportunities Representative can then forward the information to the proper authority. The contact form is available at the A-guild website under “contact”