



POLICY FOR EQUALITY, DIVERSITY AND EQUAL TERMS

Background

This policy was created to support the function of the Chapter of Mechanical Engineering THS through the perspective of equality, diversity and equal terms.

The intent of the policy is to

- Create a collective connection to promote a positive atmosphere and a safe environment at the chapter
- Make everyone feel equally welcome at the chapter regardless their background and identity
- Make everyone feel responsible for creating a pleasant and safe study environment at the chapter

The policy springs from KTH's core values, which can be read below, and it is also mainly based on THS's central policy for equality, diversity and equal terms. Hence, this policy should be used and viewed as a complement, not a replacement, to THS's policy. This policy do not replace common sense.

“KTH has core values based on democracy, equality, human liberty and rights as well as a free and open discussion. Gender equality and disapproval to all sorts of discrimination are questions of quality and an essential part of the core values. Equality and diversity amongst employees and students are also important resources to KTH.”

Purpose

The purpose of this policy is to clarify and create guidelines for the chapter's work with questions regarding equality, diversity and equal terms. The policy should be used as a tool and support in this work through describing the basic values which should shape the work carried out as well as the environment at the chapter.

Scope

This policy includes the members of the Chapter of Mechanical Engineering THS, its representatives and the organisation as a whole. It covers each event arranged by any group or organisation and the physical environments which belong to the chapter.

Definitions

Below are definitions of concepts and words that occur in the policy.

JML

Short for Jämlikhet, Mångfald and Lika villkor, which is swedish for Equality, Diversity and Equal terms.



Equality

Everyone is equal.

Diversity

Individuals covering a variety of qualities and backgrounds within a group.

Equal terms

Regardless gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age, every individual should have the same prerequisites.

Discrimination

Discrimination occurs when someone is being treated unfavourably and the treatment is connected to one or several of the grounds of discrimination. The grounds of discrimination includes gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. Discrimination can be carried out through direct or indirect discrimination or harassment. The individual is protected from discrimination through the Discrimination Act. Complaints are submitted and processed by the Equality Ombudsman, DO.

Harassment

Harassment is a sort of discrimination that includes behaviour which violates a person's dignity and is connected to one or several of the seven grounds of discrimination. If the harassment is of sexual nature it is called sexual harassment.

Norms & norm-critical thinking

Norms are behaviours which are socially accepted and considered normal. To use norm-critical thinking while working involves identifying and questioning norms and can be used as a tool to transform structures.

Stereotype

A stereotype is a simplified idea of character traits associated with a certain group. The group can be connected or related to ethnicity, nationality, belief or gender et cetera.



Policy

- On the Chapter of Mechanical Engineering, everyone is **equal**.
- Neither **discrimination** nor **harassment** is tolerated at the Chapter of Mechanical Engineering.
- All forms of discriminating or harassing behaviour shall be reported.
- The Chapter of Mechanical Engineering and its facilities are **safe** places where each member has opportunities of **development** on a personal, educational as well as on a careerwise level.
- The members of the Chapter of Mechanical Engineering strive for an **open** and **inclusive** environment and culture.
- The activities which take place at the Chapter of Mechanical Engineering inform and strive to favour **diversity**.
- The Chapter of Mechanical Engineering and its members are actively implementing **norm-critical thinking**.
- Within the Chapter of Mechanical Engineering everyone is treated on **equal terms** and has the **same opportunities** to participate and take part of its operation and organisation.

Responsibility

All members of the chapter are responsible to act in accordance with the JML policy and to foster it in contexts connected to the chapter. The president of the JML committee, together with the board and the other committee members, is responsible for questions and the development of the organisation regarding JML. Furthermore, the people in elected positions are responsible for their organisation following the policy.

Implementation

For implementing the policy in the organisation and operation of the chapter, the people in elected positions are in the beginning of their year of operation called to:

- Read through the policy before recruiting group members and consider how to use it while recruiting.
- Reflect over how the group can work in consonance with the policy.
- Together with the group, read through and discuss how the policy can be beneficial to and applied for the group and its operation.
- Use the policy as a support to create guidelines specific for the group to promote a cooperation influenced by the guidelines.

Examples of guidelines specific to a group could be to:

- Ensure that advertisement for events are made in a way that makes it available for everyone (using different forums and languages etc).
- Arrange events that makes people feel safe
- Discuss and agree on how your group wants to operate as well as behave towards each other.
- Reflect on work such as events the group has arranged and identify positive elements and elements of improvement which you can integrate in your future work. The elements should be connected to subjects related to social inclusion, security and so on.
- Discuss how to handle disagreements regarding your operation and decisions you make within the group.



Sources

- THS Policy för jämlikhet, mångfald och likabehandling 15-04-17,
<https://ths.kth.se/sv/documents>
- Jämställdhet, mångfald och lika villkor - Ett jämställt och jämlikt KTH,
<https://www.kth.se/om/equality/jamstalldhet-mangfald-och-lika-villkor-1.840259>
- Diskrimineringsombudsmannen - What is discrimination?, <https://www.do.se/other-languages/english/what-is-discrimination>
- Jämställ.nu - Teori,
<https://www.jamstall.nu/fakta/teori>

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