

# LTH – A Place for Everyone

ZERO TOLERANCE AGAINST DISCRIMINATION, HARASSMENT  
AND VICTIMISATION | LTH | LUND UNIVERSITY



From the LTH Strategic Plan 2017-2026, page 9

## Discrimination, harassment and victimisation

Discrimination occurs when an individual person is treated worse than someone else is, has been or would be treated in a comparable situation, and which is connected to the statutory grounds of discrimination. In order to report discrimination, it must relate to the seven grounds of discrimination.

### THE SEVEN GROUNDS OF DISCRIMINATION:

- » Sex
- » Transgender identity or expression
- » Ethnicity
- » Religion or other belief
- » Disability
- » Sexual orientation
- » Age

**Direct discrimination:** for example, if someone of the opposite gender is selected for a job, even though you have a better educational background and more extensive career experience.

**Indirect discrimination:** for example, when everything in a laboratory is stored high up so that a student with a certain disability cannot reach the material.

**Structural discrimination:** when certain rules, norms, procedures, approaches and behaviours that occur in organisations and other social structures systematically discriminate against certain groups of people.

**Harassment:** conduct by one or more people that violate a person's dignity and that is associated with the seven grounds of discrimination. It is important that the person who feels harassed or victimised clarifies for the person or persons subjecting them to harassment, that they are to stop. In serious or clear cases in which it is obvious that the behaviour is unwelcome, it is not necessary for the person to speak out to those involved.

**Sexual harassment:** is different from flirting, for example if it involves groping or in any other way subjects a person to unwelcome sexual innuendo.

**Gender-related harassment:** when a person is subjected to treatment or behaviour that violates the person's dignity or integrity, for reasons associated with the person's gender.

**Victimisation:** when a personal conflict turns into disrespect for personal integrity. This may include making the person invisible, exclusion, slander, withholding of information, bullying, psychological abuse, insults, unjustified removal of tasks, sabotage of work or studies and engaging in banter or jokes which make some people uncomfortable.

Unlike victimisation, harassment can be limited to a single event.

**Inadequate accessibility:** when a person with a disability is disadvantaged through the failure of an organisation to take reasonable accessibility measures to put people with disabilities in a situation comparable to that of people without such disabilities.





## If you feel you have been subjected to discrimination, harassment or victimisation

If you feel you have been subjected to discrimination, harassment or victimisation, you have the right to receive help and support as soon as possible. The person who feels discriminated against is the one who determines whether or not they have been violated. However, you must be able to point out what has caused you to feel violated.

For the sake of clarity, temporary differences of opinion, conflicts and problems in collaborative relationships should usually be considered as normal phenomena and solved where possible through discussion and respect for the right of others to their opinion.

If you report a case, you will get all the help you need from LTH's Group for Equal Opportunities at Student service or other staff. You will be given information on how your case will be processed and what feedback you will receive. The investigation will involve you giving your account of what happened, when it happened, who was involved and your description of your experience of the circumstances. You can get help and support even if you do not wish to file a formal complaint, or if you are uncertain about it.

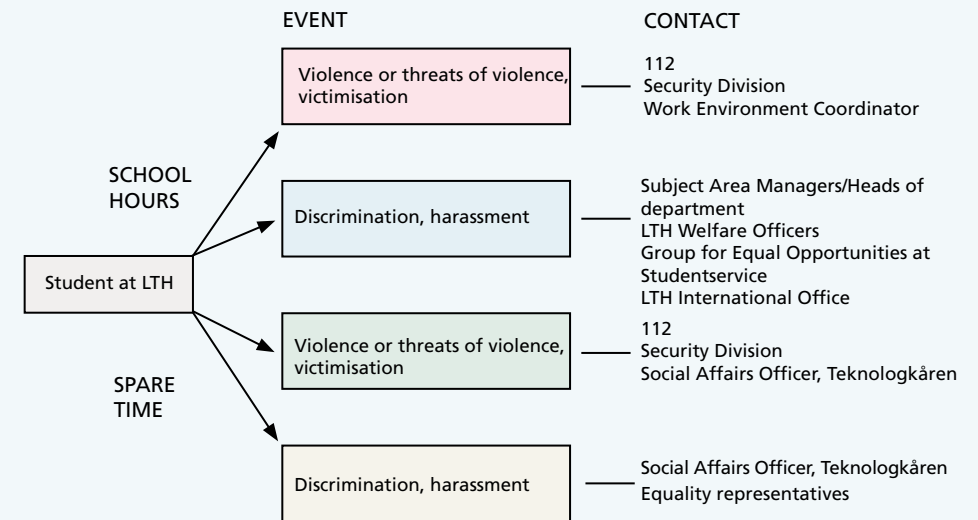
A report to Lund University's disciplinary board may result in a warning or suspension. Disciplinary measures cannot be taken more than two years after the offence was committed.

Lund University's Security Division can assist you in filing a report with the police.

The University, an employee or another student may not subject you to negative treatment due to the fact that you have filed a report.



## Contact - if something happens



**LTH's Group for Equal Opportunities at Student service\***  
likabehandling\_student@lth.lu.se

**LTH Work Environment Coordinator**  
Bodil Ryderheim, arbetsmiljo\_student@lth.lu.se, +46 46-222 89 23

**LTH Welfare Officers\***  
Emma Hammarlund, emma.hammarlund@lth.lu.se, +46 46-222 72 47  
Ulla Bergman, ulla.bergman@lth.lu.se, +46 46-222 37 14

**LTH International Office**  
www.lth.se/english/study-at-lth/contact/international-office-lth/

**Social Affairs Officer, Faculty of Engineering Students' Union (Teknologkåren)\***  
sa@tlth.se, +46 70 418 79 25

**Lund University's Security Division**  
If you need to contact a Security Officer or the University's on-call emergency staff, you can dial +46 46-222 07 00, around the clock

\* Professional secrecy

