


# LTH – A Place for Everyone

ZERO TOLERANCE AGAINST DISCRIMINATION, HARASSMENT AND VICTIMISATION

LTH | LUND UNIVERSITY





"We are generous, treat each other with respect and highlight each other's achievements in research, education and external engagement. LTH performs active strategic work in which interdisciplinarity, openness to change, inclusiveness, gender equality and diversity are all a natural part of our organisation."

From the LTH Strategic Plan 2017-2026, page 9

## LTH – a place for dreams and discoveries

Engineering drives forward the development of society and the world as a whole – and in the forefront there are always engineers, architects and designers. We are strongest together, in a group where we accept and benefit from each other's differences.

Lund University and LTH has a zero tolerance approach to discrimination, harassment and victimisation. Diversity, equal opportunities and gender equality among students contribute to a positive work environment and high quality in all activities.

The following pages provide information, guidance and support when a situation arises in which someone feels victimised or harassed.



## 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:

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

**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:** when, for example, 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 or sabotage of work or studies.

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 University, an employee or another student may not subject you to negative treatment due to the fact that you have filed a report. 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 other's to their opinion.

It is often a good idea to start by talking to someone. Welfare officers and study and career advisers are bound by professional secrecy.

You decide if and how your case is to be addressed. You can also contact the Social Affairs Officer at the Faculty of Engineering Students' Union (Teknologkåren).



**”The organisation shall be characterised by a good work environment, gender equality and the ability to ensure equal opportunities for both students and staff.”**

Ur Lunds universitets strategiska plan 2017-2026, sid 6

## CONTACT INFORMATION

If you want a matter to be reported, you will receive all the help you need from LTH's work environment and gender equality coordinator. All matters are treated in the strictest confidence. The coordinator will tell you how the matter will be processed and how you will receive feedback. In the investigation that is conducted, you can describe what has happened, when it happened, who was involved, and your experience of the circumstances.

### LTH Work Environment and Gender Equality Coordinator:

**Bodil Ryderheim**, [bodil.ryderheim@lth.lu.se](mailto:bodil.ryderheim@lth.lu.se),  
+46 46-222 89 23 or +46 70 522 31 43

### LTH Welfare officers:

**Emma Hammarlund**, [emma.hammarlund@lth.lu.se](mailto:emma.hammarlund@lth.lu.se), +46 46-222 72 47  
**Ulla Bergman**, [ulla.bergman@lth.lu.se](mailto:ulla.bergman@lth.lu.se), +46 46-222 37 14

### LTH International Office

[www.lth.se/english/education/intoffice](http://www.lth.se/english/education/intoffice)

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

### Student representative at Lund University Students' Unions

[studentombud@lus.lu.se](mailto:studentombud@lus.lu.se)

### Student Health Care

[www.lu.se/studenthalsan](http://www.lu.se/studenthalsan)

### Information about LTH's equal opportunities work

[www.student.lth.se/likavillkor](http://www.student.lth.se/likavillkor)

### Lund University's Security Control Centre

[www.staff.lu.se/in-case-of-emergency](http://www.staff.lu.se/in-case-of-emergency)



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