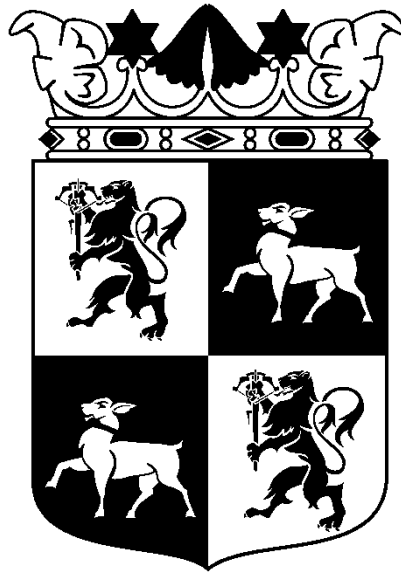


# KALMAR NATION'S EQUALITY POLICY



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# Kalmar Nation's Equality Policy

## 1 Introduction and Definitions

### 1.1 Introduction

Kalmar Nation promotes diversity and an open atmosphere and applies the principle of “Come as you are” in everything we do. An open atmosphere is a prerequisite for our members and guests’ wellbeing.

Kalmar Nation is politically and religiously independent, and equality and respect for the individual is a core belief of our organization. The Equality Policy is based on the seven grounds of discrimination: sex, disability, ethnicity, sexual orientation, age, gender identity or expression, and religion or belief. Kalmar Nation’s democratic principles influence all parts of the organization: discrimination or harassment is not tolerated and is actively counteracted.

### 1.2 The Swedish Discrimination Act

The Equality Policy is based on the Swedish Discrimination Act (Diskrimineringslagen, SFS 2008: 567), which itself is based on the Declaration of Human Rights. The Discrimination Act covers the following discrimination grounds: gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, and age. The definition of discrimination in the Discrimination Act is divided into six categories, namely *direct discrimination*, *indirect discrimination*, *lack of accessibility*, *harassment*, *sexual harassment* and *discriminatory instructions*.

**Direct discrimination** means that "someone is at a disadvantage by being treated less favourably than another person is treated, has been treated or would be treated in a comparable situation, if the treatment is related to gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age." (Chapter 1, § 4.1)

**Indirect discrimination** means that "someone is at a disadvantage by the application of a provision, criterion or practice which appears neutral but that may put people at a disadvantage due to their particular sex, gender identity or expression, ethnic origin, religion or beliefs, disability, sexual orientation or age, unless that provision, criterion or practice has a legitimate purpose and the means used are appropriate and necessary to achieve the purpose." (Chapter 1, § 4.2)

**Lack of accessibility** means that “a person with a disability is neglected through measures for accessibility not being undertaken in order for the person to attain a comparable situation to people without this disability; measures which are reasonable according to the law and economic means, the relationship between the person in charge of the establishment and the individual, and other relevant factors.” (Chapter 1, § 4.3)

**Harassment** implies "conduct that violates a person's dignity and that is associated with any of the grounds of [discrimination]." (Chapter 1, § 4.4)

**Sexual harassment** is “conduct of a sexual nature that violates someone’s dignity.” (Chapter 1, § 4.5)

**Discriminatory instructions** are "orders or instructions to discriminate based on the ways" listed in the seven grounds of discrimination and "given to someone who is in a subordinate or dependent relationship with the person who gives the orders or instructions or against this commitment to fulfil a mission." (Chapter 1, § 4.6)

## 2 Extent and Application of the Policy

The Equality Policy covers all Kalmar Nation's events and activities, in and outside of our premises. This is a governing document and should be used for planning, evaluating and as an internal audit instrument for the ongoing work on equality.

## 3 Responsibilities

All elected individuals at Kalmar Nation are responsible for making sure that the equality work is ongoing.

The Kuratel, together with the Board of Seniors, is responsible for:

- a) The preparation and revision of the Equality Policy.
- b) Making the Equality Policy readily available to all members of the Nation.
- c) Reviewing the measures in case anyone violates the Equality Policy.
- d) Informing all the foremen about the Nation's Equality Policy.

The Kuratel is responsible for:

- a) Integrating the equality work into the Nation's activities.
- b) Enforcing any efforts toward equality.

Elected officials at Kalmar Nation are responsible for:

- a) Integrating equality into their work with the workers and visitors of the Nation.

Each individual member is responsible for:

- a) Complying with the Nation's equality work by combating discrimination and harassment during their involvement with the Nation.

## 4 Goals and Preventative Measures

Kalmar Nation's goals are to make everyone feel safe and welcome and that no one experiences discrimination or harassment. We work actively with the following objectives to achieve this goal:

- a) All members and elected officials are informed about the Policy.
- b) The Equality Policy is available at the office and on other relevant digital platforms.
- c) The Nation actively discourages any situation in which someone might feel harassed or discriminated against.
- d) All elected officials are kept informed of how incidents should be dealt with and where further resources are available.

## **5 In Case of Discrimination or Harassment**

If you are experiencing or have experienced discrimination or harassment, we ask you to contact the Nation. It is up to you as an individual to decide to whom, if anyone, you wish to speak to. We recommend any of the following:

- a) Speak directly with the person who has subjected you to discrimination or harassment if you are comfortable with this and if the issue can be resolved by this.
- b) Contact the responsible foreman or the event manager.
- c) Contact the Kuratel.
- d) Contact the Board of Seniors or its dedicated sub-committee, the Social Committee.
- e) Talk with the Inspector or Proinspector of the Nation.

For contact information, see section 8.

## **6 Measures to be Taken by Kalmar Nation**

Measures to be taken by Kalmar Nation in cases of discrimination or harassment are done according to the following guidelines.

Foremen or event managers should:

- a) Work with all parties of the conflict to try, to the best of their ability, to reach a common solution.
- b) If needed, contact the Kuratel or Board of Seniors for help, support, and if necessary, to take further action.
- c) Inform the Kuratel and Board of Seniors so that preventative measures can be taken in the future.

The Kuratel and Board of Seniors council should:

- a) Work with all parties of the conflict to try to reach a resolution.

For further action, the Board of Seniors reserves the right to:

- a) Give a warning to the person/persons that gave rise to the situation.
- b) Multiple warnings or serious incidents can lead to removal of possible benefits a person receives from the Nation. The person can also be excluded from events and activities for a determined period of time or be removed from the Nation through a Nation Meeting decision (Kalmar Nation's statutes 2019:§8).

If a serious incident occurs, Kalmar Nation can decide to file a report to the police. You can always do this about cases of discrimination or harassment on your own.

## **7 Follow-up**

### **7.1 Monitoring of Equality Work**

Monitoring of Kalmar Nation's equality work is done as follows:

- a) Reported incidents and their treatment are evaluated.
- b) The Equality Policy is discussed at Foreman Meetings with foremen and elected officials.
- c) Once a year the equality work and its effectiveness is assessed during the evaluation of the Equality Policy.

If you have any comments or want to improve equality work at Kalmar Nation, you are always welcome to send any suggestions and ideas to the Board of Seniors.

### **7.2 Monitoring and Revision of Documents**

This document is evaluated and reviewed at least once a year by Kalmar Nation's Social Committee and approved by the Board of Seniors.



## 8 Appendix: Contact Details

*Last Updated: 2021-06-28.*

Ambulance, police or fire department	112
Police	114 14
Kurator	<a href="mailto:q@kalmarnation.nu">q@kalmarnation.nu</a>
Prokurator Ekonomi	<a href="mailto:pqe@kalmarnation.nu">pqe@kalmarnation.nu</a>
Prokurator Social	<a href="mailto:pqs@kalmarnation.nu">pqs@kalmarnation.nu</a>
Källarmästare	<a href="mailto:km@kalmarnation.nu">km@kalmarnation.nu</a>
PR-master	<a href="mailto:prm@kalmarnation.nu">prm@kalmarnation.nu</a>
Board of Seniors	<a href="mailto:senior@kalmarnation.nu">senior@kalmarnation.nu</a>
The Social Committee of the Seniors' Board	<a href="https://www.kalmarnation.nu/social-committee">https://www.kalmarnation.nu/social-committee</a>
Nation Friend Lisa Svensson	+46 46-71 87 36 +46 725-93 47 36 <a href="mailto:lisa.k.svensson@svenskakyrkan.se">lisa.k.svensson@svenskakyrkan.se</a>
Lund University's Student Health Counseling	+46 46-222 43 77
The Student Chaplains at Lund University	+46 46-35 87 35
The Swedish Federation for Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Rights (RFSL)	+46 8-501 62 900
RFSL's Support Hotline	+46 20-34 13 16 <a href="mailto:stod@rfsl.se">stod@rfsl.se</a>
The Girls' Helpline in Lund	+46 20-510 150 <a href="mailto:prata@tjejjourenilund.se">prata@tjejjourenilund.se</a>
Victim Support Sweden in central Skåne	+46 46-32 32 98