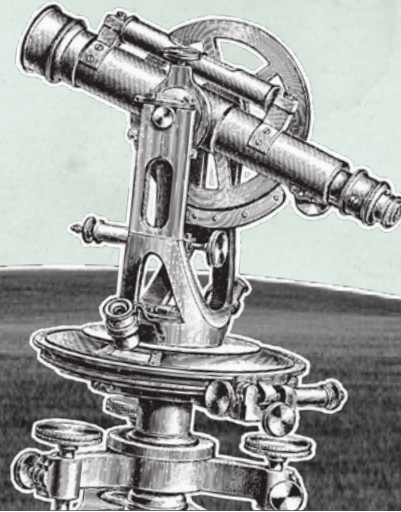




Equal Opportunities Plan for Lund University, 2022–2027

LUND UNIVERSITY



Read the entire Equal Opportunities
Plan on Lund University's website:

<https://www.lunduniversity.lu.se/about-university/university-glance/mission-vision-and-values>



Foreword

Lund University consists of the people who work or study here. We have various roles, we are in different locations, carrying out different duties but together, we form a successful university with great breadth. We are to be a world-class university that works to understand, explain and improve our world and the human condition.

This is a vision that presupposes academic freedom but also a good work and learning environment. Lund University is to be free from discrimination and we take a zero-tolerance approach to victimisation, harassment and sexual harassment. We also take a zero-tolerance approach to reprisals against those who report shortcomings or irregularities. Showing each other respect and understanding is crucial to achieving a good work and learning environment.

The Equal Opportunities Plan for Lund University applies over a six-year period. It is based on the University's Strategic Plan for 2017–2026. Its intent is to meet the requirements set by the government regarding gender mainstreaming, as well as the requirements for a gender

equality plan set by the EU Commission for eligibility to apply for grants from Horizon Europe. Above all, the plan reflects the goals Lund University intends to work towards over the next few years.

The goals set out in the plan strive to provide a clear direction without removing the possibility for the faculties or equivalents to specify and formulate local goals and measures based on their own circumstances or challenges. Each manager, employee and student has a responsibility to contribute to the University's efforts to be a democratic and gender equal university, free from discrimination and to assume shared responsibility for the University's core values, remit and goals. We shape the University together.

Our work to ensure gender equality and equal opportunities

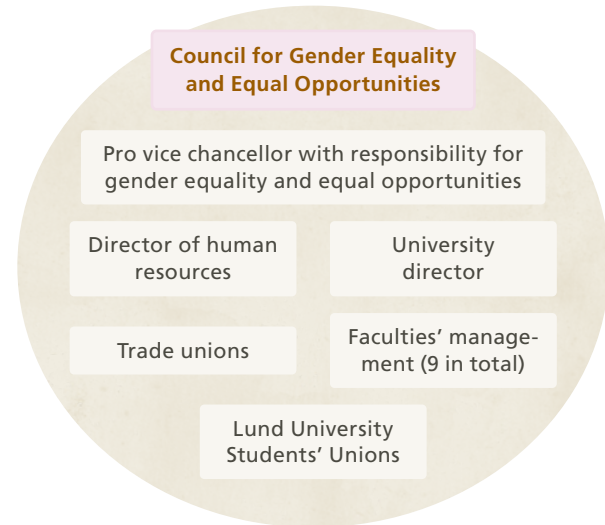
The University's work to ensure gender equality and equal opportunities takes place in several stages at many levels within the organisation. The University has been working actively on these issues in many different ways for many years.

COUNCIL FOR GENDER EQUALITY AND EQUAL OPPORTUNITIES

The University has a council for gender equality and equal opportunities, whose board members represent the management of the faculties along with the university director, director of human resources, Lund University students' unions and trade unions.

The council is led by the pro vice chancellor with responsibility for gender equality and equal opportunities, on the instructions of the Vice-Chancellor.

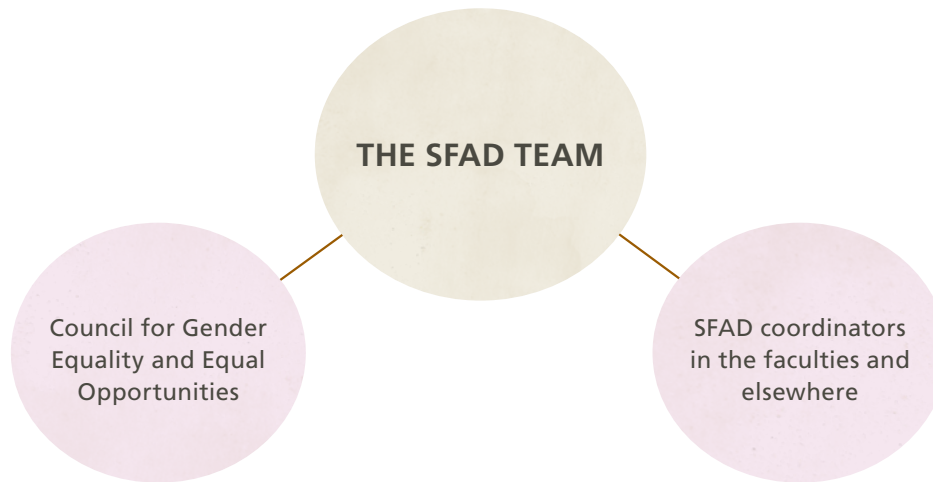
The Council for Gender Equality and Equal Opportunities' task is to be a driving force in the University's strategic work to combat discrimination and promote gender equality, equal opportunities, equal rights and equal conditions in accordance with both internal rules and applicable laws and regulations. The Council advises the Vice-Chancellor.



TEAM FOR THE COORDINATION OF SYSTEMATIC PREVENTIVE WORK AGAINST DISCRIMINATION (SFAD)

The University has what is known as an SFAD team, which coordinates work aimed at the systematic prevention of discrimination, as well as working for gender equality and equal opportunities.

The SFAD team convenes the network of SFAD coordinators. The team supports the faculties' SFAD coordinators and the Council for Gender Equality and Equal Opportunities in systematic preventive work against discrimination.



Both the Council for Gender Equality and Equal Opportunities and the SFAD team work on the activities that are to be undertaken in order to reach the goals as set out in the Equal Opportunities Plan.

SFAD – work in four stages

The systematic preventive work against discrimination is carried out continuously in four stages:

1. Determine whether there is a risk of discrimination or reprisals, or whether there are other obstacles to individuals' equal rights and opportunities within the operation.
2. Analyse the causes of the identified risks and obstacles.
3. Taking the preventive and promotional measures that can reasonably be required.
4. Follow-up and assess the work in accordance with stages 1–3.

BOARDS AND COMMITTEES WITHIN THE FACULTIES

Most of the University's operational units and faculties have a board or committee which regularly considers issues concerning gender equality and equal opportunities. The faculties have one or more SFAD coordinator who serves as local support. Together, they are part of the university-wide SFAD network.

HOW WE FOLLOW UP THE WORK

The University's equal opportunities plan forms the basis of the faculties' and other operations' work on gender equality and equal opportunities, and is put into action through concrete plans that are to be followed up annually, as part of the systematic anti-discrimination work.

The Equal Opportunities Plan is followed up by the Vice-Chancellor through the Council for Gender Equality and Equal Opportunities. After two years, the formulation of the aims shall be appraised. A more thorough appraisal will be undertaken in 2027, before work starts on a new plan.

Our aims and how we will reach them

Lund University strives to be an organisation that is gender equal, free from discrimination and works to promote the equal rights and opportunities of employees and students. This, regardless of their background, sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or other factors not connected with merit and skill.

FOR THE PERIOD 2022–2027, LUND UNIVERSITY INTENDS TO ACHIEVE FOUR GOALS:

- Recruitment processes and career paths are to be free from discrimination.
- There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation.
- Systematic preventive work against discrimination (SFAD) is to be active and dynamic.
- Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional.

On the following pages, you can read more about the aims and what measures are being taken to achieve them.

Discrimination

There are 6 different forms of discrimination in the Discrimination Act:

1. direct discrimination
2. indirect discrimination
3. inadequate accessibility
4. harassment
5. sexual harassment
6. instructions to discriminate.

Goal 1 – Recruitment processes and career paths are to be free from discrimination

Lund University's recruitment and promotion processes are to be free from discrimination. All assessments are to be based on the applicant's merits and skills.

DURING THE PERIOD 2022 – 2027, LUND UNIVERSITY SHALL THEREFORE:

- Ensure that all recruitments of professors are preceded by a gender equality analysis^[1] of qualified applicants to a professorial position. The starting point is to be that there are qualified applicants of both sexes. The University is to reach the recruitment targets in the public service agreement applicable at the time in question.
 - Ensure that all recruitments of adjunct professors and visiting professors are preceded by a gender equality analysis.
 - Draw up procedures for equivalent gender equality analysis for indefinite term employment for positions other than that of professor, including technical and administrative staff.
- Create a clear and current picture of the obstacles to gender equality and equal opportunities in the University's career paths.
 - Develop a university-wide system for assessment and evaluation of qualifications, in which merit and skills are assessed without risk of discrimination and where gender equality and equal opportunities are taken into account.
 - Develop recruitment and promotion processes that raise the awareness of recruitment staff as to the risk of irrelevant and unconscious factors and structures which can negatively impact the processes.

[1]Gender equality analysis refers to that the faculty board, or by delegation the dean, is to go through submitted applications to ensure that there are qualified applicants of both sexes, before the applications are passed on to the experts for assessment. In cases where there are no qualified applicants of one or other sex, the faculty board is to notify the Vice-Chancellor in writing.



Goal 2 – There is to be a high level of knowledge and understanding of gender equality and equal opportunities in the organisation

The goal entails Lund University's employees and students having respect for, and knowledge and understanding of, Lund University's efforts to be a gender equal organisation which is free from discrimination and promotes equal treatment, rights and opportunities for all employees and students.

DURING THE PERIOD 2022 – 2027, LUND UNIVERSITY SHALL THEREFORE:

- Create a common conceptual framework with clear definitions.
- Create the conditions for the dissemination of knowledge and experiences in gender equality and equal opportunities within the organisation.
- Ensure that leadership training is designed to equip managers and leaders to meet the requirements set in an academic organisation that safeguards gender equality, equal opportunities and diversity.
- Ensure that training in teaching and learning in higher education is designed to equip teaching staff to meet the requirements set in an academic organisation that safeguards gender equality, equal opportunities and diversity.
- Develop processes in connection with assessment and validation of prior learning that are free from discrimination and that raise awareness of the risks of unconscious bias and irrelevant prejudice, factors and structures that can erroneously affect assessment and validation.
- Reinforce the work on widening participation so that the University becomes a learning environment that welcomes all students on equal terms.
- Work to achieve an equal gender distribution in all decision-making or preparatory bodies. Design factors to assess the merits of such work.



Goal 3 – Systematic preventive work against discrimination (SFAD) is to be active and dynamic

The goal entails Lund University having an active and dynamic SFAD in harmony with the systematic work environment management (SAM) on all levels within the organisation. Lund University is to work systematically on identifying, analysing, addressing and following up risks of discrimination with regard to sex, transgender identify or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

DURING THE PERIOD 2022 – 2027, LUND UNIVERSITY SHALL THEREFORE:

- Develop, reinforce and implement continuous SFAD with active measures including common working methods throughout the University.
- Develop and implement university-wide guidelines for how the English language, as well as Swedish, is to be used in the organisation. The guidelines should also create the conditions to develop the language skills of employees in both Swedish and English.
- Implement reasonable measures to make the University into a work and learning environment that is accessible regardless of a person's disabilities or impairments.
- Design and implement a university-wide system to measure and follow up relevant data in SFAD. This includes identifying and developing several indicators that enable more targeted initiatives as a basis for gender equality budgeting, for example.



Goal 4 – Management of, and preventive work against, victimisation, harassment and sexual harassment are to be professional

Lund University is to prevent and manage victimisation, harassment and sexual harassment in a professional and compassionate manner.

DURING THE PERIOD 2022 – 2027, LUND UNIVERSITY SHALL THEREFORE:

- Develop clear processes for management and support in connection with suspected cases of victimisation, harassment and sexual harassment.
- Develop and implement appropriate support for managers in the form of tools and documents which, together with the support available locally, facilitates the manager's assumption of the role of employer, both in preventive work and in the management of suspected cases of victimisation, harassment and sexual harassment.
- Develop forms of support for student life in preventing harassment and sexual harassment.



Lund University at a glance

Lund University was founded in 1666 and is repeatedly ranked among the world's top 100 universities. The University has around 46 000 students and more than 8 000 staff based in Lund, Helsingborg, Malmö and Ljungbyhed. We are united in our efforts to understand, explain and improve our world and the human condition.

Lund is considered one of the most popular study locations in Sweden. The University offers one of the broadest ranges of programmes and courses in Scandinavia, based on cross-disciplinary and cutting-edge research. The unique disciplinary range encourages boundary-crossing collaborations both within academia and with wider society, creating great conditions for scientific breakthroughs and innovations. The University has a distinct international profile, with partner universities in approximately 70 countries.

Lund University has an annual turnover of EUR 912 million, of which two-thirds go to research in our nine faculties, enabling us to offer one of the strongest and broadest ranges of research in Scandinavia.

CONTACT DETAILS

If you have any questions about Lund University's work on gender equality and equal opportunities, you can contact:

The Council for Gender Equality and Equal Opportunities

Email: radetjol@hr.lu.se

As a student or employee, do you know what to do if you are subjected to insults or harassment?

You can find current information on the University's website.

www.lunduniversity.lu.se/harassment-and-sexual-harassment

www.staff.lu.se/victimisation-and-harassment



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