

Equal conditions - questions from the HR department

According to the Discrimination Act (2008: 567), Uppsala University has an obligation to conduct preventive work against discrimination and for equal conditions in their business. The statutory requirements were changed in January 2017 and since then the preventive work will be carried out similarly the work environment work on the basis of a framework consisting of investigation, analysis, action and follow-up. The work must be documented on an ongoing basis. The University Board established 2016 Program for Equal Conditions at Uppsala University (UFV 2015/766).

The information is reported in connection with reporting to the supervisory authority (DO), follow-up of programs (UFV 2015/766) and action plan for equal conditions (UFV 2015/764). The documentation is also used in connection with the university's overall work against discrimination and for equality terms.

Respondents are asked to answer the following questions based on the measures taken in 2019 within their own operations. The institutions/equivalent who is responsible for both employees and students, answers the questions based on their role as employer as well as education. Departments / equivalent without responsibility for students, answer the questions only based on their role as employer.

Questions are answered by Hooshang.Bazrafshan (Hooshang.Bazrafshan@uadm.uu.se), HR department.

Identification of risks

1a. In which areas of education are there risks of discrimination and reprisals or obstacles to the equal rights of individuals and opportunities explored?

- Admission and recruitment
- Teaching methods and organization of education
- Examinations and assessments
- Study environment
- Opportunities to combine studies with parenthood
- No area

1b. In what areas of working life have the risks of discrimination and reprisal or obstacles to the equal rights and opportunities of individuals been examined?

- Working conditions
- Terms and practices regarding wages and other terms of employment
- Recruitment and promotion
- Education and other skills development
- Opportunities to combine employment and parenting
- No area

2. In what ways have the risks of discrimination and reprisals or obstacles to the equal rights and opportunities of individuals been examined?

	Work life	Education
Surveys		

Group interviews		
Performance reviews		
Other types of discussions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Safety inspection		
Review of our governance documents		
Review of our routines, standards, etc.	<input checked="" type="checkbox"/>	
Another way	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No way		

3. Which of the following grounds of discrimination were covered by surveys?

	Work life	Education
Sex	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Gender identity / gender identity or expression	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or other belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Functional Variant / incapacity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No reason		

Results and analysis

4. Have the risks of discrimination and reprisals or obstacles to the equal rights and opportunities of individuals been discovered?

	Work life	Education
Yes, based on conducted 2019 survey		
Yes, based on survey conducted in previous years	<input checked="" type="checkbox"/>	
No, no risks or obstacles have been discovered		<input checked="" type="checkbox"/>
Risk analysis is ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No, no risk analysis has been done		

Have the causes of perceived risks of discrimination and reprisals or obstacles to the equal rights and opportunities of individuals been analyzed?

	Work life	Education
Yes		
No		
Causal analysis is ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Prevention and promotion work

5. Have measures been taken or decided to prevent risks of discrimination or obstacles to the equal rights of individuals and possibilities?

	Work life	Education
Yes, action has been taken	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Yes, decisions on measures have been taken	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No		

What measures have been taken or decided (working life)?

On February 13, 2019, together with the Department of Political Science, we organized a lecture on equality work with Mala Htun, co-chair of APSA's Presidential Task Force on Women's Advancement, chair of APSA's Committee on the Status of Women in the profession. The department invited Hooshang Bazrafshan, HR specialist from the university's HR department, to give a lecture on 19 March, 2019, on harassment and sexual harassment. During our staff day in December, we will conduct one or more exercises from a program (the respect ladder) created for organizations to increase respect and equality in their workplaces. If it is okay we intend to continue with more exercises from the program regularly. Informed about where the employees should turn, what channels it are available if they feel discriminated against.

What measures have been taken or decided (education)?

During each introduction to our course programs, we introduce and discuss equal terms with the students and go through what the law says. Information on equal conditions and what you can do to get help is also included in several course guides. Questions on equal conditions and students' experience with the department is always included in course evaluations. On May 6, 2019, we conducted an educational lunch, to which all teaching staff were invited, on the theme of Norm Critical Pedagogy.

6. Has the prevalence of harassment or sexual harassment been attempted, if so, in what way?

	Work life	Education
Developed own routines for the purpose		
Informed about and followed up their own routines		
Informed about the University's guidelines	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Organized course or seminar on the subject	<input checked="" type="checkbox"/>	
Survey conducted via survey		<input checked="" type="checkbox"/>
Have regular conversations on the subject		
Another way		
No way		

7. For what positions have measures been taken to promote gender equality?

- Decision-making bodies (committee, committee, council, etc.)
- Professor
 - Researcher
 - Senior Lecturer
- Associate Senior Lecturer
 - PhD
 - Postdoctoral
 - Adjunct Lecturer/Teacher

Head of Department
Administrative staff
Technical personnel
Library staff
No group

Please describe what efforts have been made in connection with the relevant job groups:

We have tried to have an even distribution of men and women within nomination groups and committees. Before recruiting a new professor, we have added in the ad that we would like to see that women apply because the proportion of male professors is much higher in community. In context when recruitment issues were dealt with, the equality criteria perspective was explicitly raised for discussion (in the minutes of the meeting with for example, the institutional board on May 9, this is noted).

Follow-up

8. Has the work against discrimination, harassment, reprisal or obstacles to equal rights and opportunities been followed up?

	Work life	Education
Yes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
No		
Follow-up work is ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>