



## Equality policy

Hallands Nation was founded in 1928 and has since that time been a meeting point for students with different backgrounds, ethnicity, gender etc. The idea has always been to create and maintain a welcoming atmosphere. A part of this work is adhering to our equality policy by which Hallands Nation is actively working towards maintaining three values. These values are to work towards democracy, work towards zero discrimination, both indirect and direct; and to actively combat harassment of any kind. These three values must permeate all activities at Hallands Nation. Hallands Nation's Equality Group must ensure that these principles are followed according to what is stated in this equality policy, and its accompanying action plan.

## Democracy

The principle of *democracy* shall prevail at Hallands Nation. This means that every member of Hallands Nation shall have the right to express their view, and their right to address their issues. All questions are welcome and we strive to make it as easy as possible for our members to raise matters which are of interest to them.

## Discrimination

Hallands Nation shall actively work to ensure that no discrimination in any form is accepted at the nation.

There are two different types of discrimination:

**Direct discrimination:** a person or a group is discriminated against if they are being treated differently than any other, or has been treated or would have been treated differently in a comparable situation.

**Indirect discrimination:** a person or a group is discriminated against if the application of a provision, a criterion or process, which appear neutral but may be particularly disadvantageous to certain people or groups.

This applies unless the provision, criterion or practice has a legitimate purpose and the means used are appropriate and necessary to achieve the objective.

The term *discrimination* can be applied, but is not limited to, the following grounds: race, career, sex, gender, gender identity or expression, national origin, political opinion, position in the nation, sexuality, socio-economic background, beliefs, education, looks and/or age.



Examples of discrimination:

- Serve alcoholic drinks at an event, without an alcohol-free alternative.
- Choose someone based on gender rather than qualification in election of board members

Active control of discrimination is a prerequisite for diversity. Hallands Nation opposes all forms of direct and / or indirect discrimination.

## Harassment

*Harassment* refers to any form of behaviour that may be perceived as threats, insults, cause offence or ill-treatment.

Harassment can be experienced both directly or indirectly. It is never your fault if you are exposed to/or experiencing discrimination and/or harassment.

*"Sexual harassment"* means harassment of a sexual nature. This can include unwelcome physical, verbal or nonverbal behaviour.

Harassment can take place, but is not limited to, the following grounds: race, disability, colour, career, sex, nationality, political opinion, position in the nation, sexuality, socioeconomic background, belief, education, appearance and/or age.

Example:

- to constantly question the foremen or full time workers can, in some cases, be perceived as insulting;
- groping or other deliberate touching of a sexual nature;
- torment with alcohol.

Hallands Nation does not tolerate any form of harassment and seeks to combat all forms of harassment.

## Equality Group

An Equality Group shall exist at Hallands Nation to actively work on the equality policy and ensure its compliance.

The Equality Group shall, at the report of discrimination and/or harassment ensure that the necessary measures are taken to prevent it from happening/occurring in the future, and that interested parties are informed of actions taken by the Nation.



**Action Plan** If you are experiencing discrimination or harassment, it is up to you to decide whether and with whom to speak with. For example, you can:

- Speak directly with the person who has subjected you to discrimination or harassment.
- If you are an official in any business you can talk to the foreman of the current activities for further contact.
- Talk to the *Källarmästare*: Phone: 046-15 91 92 (weekdays 11-13, Wednesday and Fridays 17-19), E-mail: [km@hallandsnation.se](mailto:km@hallandsnation.se)
- Talk to Hallands Nations Qurator: Phone: 046-15 91 91 (weekdays 11-13, Wednesday and Fridays), E-mail: [q@hallandsnation.se](mailto:q@hallandsnation.se)
- Talk to Hallands Nation Equality group. The group consists of a number of familiar members active in the nation. E-mail: [likabehandling@hallandsnation.se](mailto:likabehandling@hallandsnation.se)
- If you want to talk to someone outside the nation, there is an external representative who oversees our equality issues:

Name: Maria Chowdhury (student representative)  
Phone: 046-222 96 08/0704- 56 66 13  
E-mail: [maria.chowdhury@lus.lu.se/studentombud@lus.lu.se](mailto:maria.chowdhury@lus.lu.se/studentombud@lus.lu.se)  
Visit the Student Officer's website at [www.studentombud.se](http://www.studentombud.se)

**Remember that it is never your fault if you are exposed to or experiencing discrimination.**

### Taking action

In cases of discrimination or harassment Hallands Nation will do the following:

1. Inform interested parties of the conflict and of actions taken by the Nation.
2. If necessary, give a warning to the person or people giving rise to the situation.
3. If repeated warnings are not adhered to or in case of serious incidents, foremanship if applicable, will be revoked.
4. A notification/report can be made to the legal entity that carries out an investigation and make suggestions for any action.
5. In case of serious incidents Hallands Nation will file a police report.

*Note that you can always file a police report of incidents of discrimination or harassment on your own.*

If you wish to enhance the equality treatment of Hallands Nation, you are always welcome to send suggestions and ideas to [likabehandling@hallandsnation.se](mailto:likabehandling@hallandsnation.se) or anonymously leave a note in **the mailbox in the Halland Nation entrance.**