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# Action plan for equal opportunities for students 2017-2019

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Faculty of Science and Technology

Approved by the Faculty Board of the Faculty of Science  
and Technology 7 February 2017

## Introduction

This Action plan for equal opportunities for students was approved by the Faculty Board of the Faculty of Science and Technology on 7 February 2017. It is based on the university-wide, Vice-Chancellor-approved Action plan for equal treatment of students 2014 (UFV 2014/453) and 2016 (UFV 2014/455), which are based on the Discrimination Act (SFS 2008:567) and the university's Equal opportunities programme (UFV 2015/776).

## Discrimination Act

The Discrimination Act was passed in 2008 and aims to counteract discrimination and promote equal rights and opportunities according to seven grounds of discrimination: gender, gender identity or expression, ethnic background, religion or other beliefs, functionality, sexual orientation and age.

The changes in Chapter 3 of the Discrimination Act that entered into effect on 1 January 2017 means that the requirement of an annual action plan is removed and replaced by a requirement of documentation of steps taken. These changes also entail an expanded requirement that the work on active measures should encompass all seven grounds of discrimination.

To address these changes, there is now a three-year plan focused on active measures and their follow-up. Some activities shall be implemented gradually, while others can be carried out more or less immediately, and some shall also be repeated annually. Annual follow-up and documentation, as prescribed by the law, is entered into the plan.

## Concrete equal opportunity work

The concrete work on ensuring the faculty's students' equal opportunities largely takes place at the faculty's departments and programmes. This work shall follow the guidelines and documents established by the Vice-Chancellor and the Faculty Board of the Faculty of Science and Technology. To support the departments, the Faculty has an Equal Opportunities Adviser. This adviser is responsible for coordinating support for students with special needs, as well as providing information to students and affected employees regarding the faculty's work on equal opportunity issues. This coordination also includes annual evaluation and update of the action plan for equal opportunities for students at the faculty.

The faculty's Equal Opportunities Advisor also does daily and continuous work on support, investigation and follow-up talks with students with disabilities regarding forms of support and adaptations as well as the formulation of individual study plans.

## Purpose of the action plan

The overall objective of the action plan for equal opportunities for students is, in accordance with the discrimination legislation, to ensure all students the same opportunities, rights and obligations regardless of gender, gender identity or gender expression, ethnic background, religion or other beliefs, functionality, sexual orientation and age. This action plan states what efforts the Faculty of Science and Technology will conduct in the period 2017-2019 to promote the students' equal rights, opportunities and conditions.

## Responsibility and follow-up

The Faculty Board has the overall responsibility for these measures. Overall operational responsibility for the implementation and follow-up rests with the Student Service Unit, but department heads, managers and supervisors also have responsibility to ensure that the measures are carried out. The action plan in its entirety shall be followed up and implemented measures shall be evaluated and reported back to the Equal Opportunity Committee of the Faculty of Science and Technology. The Student Service Unit is responsible for follow-up and reporting.

# Measures 2017-2019

## 1. Information and training targeting teachers and other employees at the departments

### 1.1 Continuing professional education (CPE) sessions for teachers

- During the period, every department shall hold at least one CPE session for all teachers on the topic of equal opportunities and norm-critical teaching. As support in this, refer to:
  - The HR Division's equal opportunities specialists
  - Academic Teaching and Learning Unit
  - Coordinator for students with disabilities (centrally)
  - Coordinator for students in need of special support/Equal Opportunities Adviser (at the faculty)

*Responsibility:* Head of the respective department

### 1.2 CPE of study advisers in equal opportunity issues and the handling of students with special needs

- Equal opportunity issues are a standing point on the agenda for the faculty's network of study advisers.

*Responsibility:* Coordinator for the study adviser network

- Study advisers are encouraged to participate in relevant CPE sessions that are repeatedly arranged by the Student Affairs Unit, among others.

*Responsibility:* Heads of the respective departments, Head of the Student Services Unit

## 2. Information and training for students

### 2.1 Equal opportunity training is integrated in the programme's introductory courses

- At the end of the period, an educational component on equal opportunities/equal treatment in terms of grounds of discrimination shall have been integrated into the programmes' introductory courses.

*Responsibility:* Respective programme coordinator

### 2.2 Equal opportunity training in cooperation with UTN

- The Student Services Unit and the Uppsala Union of Engineering and Science Students (UTN) are jointly developing a CPE programme for the faculty's department associations with a focus on equal opportunity/equal treatment and the handling of harassment and discrimination cases.

*Responsibility:* Student Services Unit manager

### 2.3 Equal opportunities on the web

- Information on the faculty's websites is being reviewed and structured to make it easier for students to find relevant information, action plans and contact information.

*Responsibility:* Information officer responsible for the web

#### **2.4 In the next few years, active measures regarding all discrimination grounds will be worked out as necessary**

- Measures in 2017 regarding the discrimination grounds religion/other beliefs: Ensure that information on the serenity room is available on the web

*Responsibility:* Information officer responsible for the web

### **3. Equal opportunities in student representation**

It is important that students, independent of gender, gender identity or gender expression, ethnic background, religion or other beliefs, functionality, sexual orientation or age, are given the opportunity to serve as representatives in programme councils and other bodies of the programme/faculty.

#### **3.1 Equal opportunities shall apply for student representation in various bodies**

- All meetings in the programme's/faculty's own bodies shall be planned so that all students are given equal opportunity to represent the student group.

*Responsibility:* The respective meeting chairperson.

#### **3.2 Awareness of the student organisations' equal opportunity associations**

- In the study adviser information during the introduction weeks, study advisers make the new students aware of the existence of equal opportunity associations (e.g. Siv, Beda, Genius).

*Responsibility:* Respective programme study adviser

### **4. Equal opportunity training for both students and employees at the faculty**

#### **4.1 Lecture/seminar series on equal opportunities**

- During the period, activities are established to invite both students and others active at the faculty to recurring lectures/seminars on equal opportunities and the various grounds of discrimination.

*Responsibility:* Student Services Unit manager

#### **4.2 Dissemination of results from UTN's discrimination survey**

- A lecture with results from the discrimination survey UTN is conducting in 2017 will be offered to students and employees at the faculty.

*Responsibility:* Student Services Unit manager

### **5. Development of work on equal opportunities**

For the continued equal opportunity efforts with students, it is important that the students' own experiences and views are expressed and heard. One way for the students to be able to speak is through the student survey UTN repeatedly carried out.

#### **5.1 Contribute proposals on questions for UTN's discrimination survey**

- UTN will carry out its discrimination survey in autumn 2017. Prior to this, departments, individual teachers, administrators and study advisers are encouraged in spring 2017 to propose relevant questions for UTN's study monitors with social responsibility for students.

*Responsibility:* Student Services Unit manager

## 6. Follow-up and continued work

- This action plan will be followed up once a year with regard to what measures and activities are carried out. Measures and activities conducted are documented and evaluated at the end of the year.

*Responsibility:* Student Services Unit manager

- The working group for equal opportunities for students that was formed in accordance with the action plan for 2016 is assigned the task during the period 2017-2019 to draft procedures for the documentation and risk analysis required by the Discrimination Act.

*Responsibility:* Student Services Unit manager