



JURIDISKA  
FÖRENINGEN

Equality and Equal  
Treatment Plan

Translation approved by the Governing Assembly 2020-XX-XX  
This translation is for information purposes only. The original Swedish version has  
interpretative prerogative.

**Purpose**

The Law Student Union in Lunds Equality and Equal Treatment Plans aims to describe and clarify basic values, overall objectives and the division of responsibilities for Union's equality and equal treatment work.

### **Goals**

- To strive towards an equal spread, with respect to diversity, of the positions elected by the Governing Assembly, who shall represent all the members of the Union. However, competence should always be the basis for the election of officers.
- That diversity should be an important aspect of the Nomination Committee's work on preparing positions.
- That the Union's activities should as far as possible be planned and announced so that everyone who wants can participate.
- That the Union's internal activities should be organized so that no participants feel violated or treated unfairly.
- That the union shall pay attention to any type of discrimination, to follow up on these issues and to take appropriate action.
- That the members of the Union know who to turn to if they feel violated or treated unfairly.
- That the Union should proactively work against discrimination and violating treatments.

### **Values**

All the activities in the Union must be based on diversity, inclusion and respect for all peoples equal worth. Violations and discrimination based on gender, ethnicity, religion or other belief, possible disabilities, age, sexual orientation or gender identity or expression is not accepted, regardless the form of the discrimination. The Union shall comply with all applicable Swedish law in all its activities, in particular, the Discrimination Act (2008: 567) shall be taken into account when following this document.

The Union must be characterized by openness where everyone feels welcome and respected. The structure of the Union must be easily accessible and information about how the individual student can influence and participate in decisions and the activities must be clear and consistent. Regardless of the conditions and life situation, everyone should have the opportunity to participate in the Union's activities.

The Union does not accept any form of harassment.

### **Responsibilities & actions**

#### *The Board*

The Board is responsible for making sure that this policy reaches, and is being implemented by, active members in the Union's daily activities.

The Board is responsible for investigating any case of unfair treatment and actions that may violate this Plan according to what is stated below.

#### *Union officers*

All union officers are responsible for making sure that their activities are taking place according to this Plan.

#### *Others*

All active members of the Union has a responsibility for how individuals are treated and that this Plan is followed.

### *Dealing with individual cases*

When harassments or sexual harassments occur at the Faculty of Law or within the Union and it comes to the attention of either of them it is important that the Union or Faculty take their responsibility by offering support for the victim, investigate what has happen and if the accused person should suffer some sort of consequence, and if that is the case which consequence should be given.

If a case of harassment or sexual harassment has taken place within the Faculty's activities and it is reported, the Prefect of the Faculty has a duty to investigate it. The term "within the Faculty's activities" also include harassments which take place outside the Faculty's activities, but could continue inside of the Faculty's activities, for example by affecting the study results negatively. If the report is made anonymously isn't there a duty to investigate, in that case the Prefect instead has to investigate how the faculty can make sure a similar event won't happen again.

The student who thinks they are or have been a victim of any kind of harassment, discrimination or violating treatment can always contact the Union's President (i.e. via [ordf@jf.se](mailto:ordf@jf.se) or +4670-355 52 99), the Vice President (i.e. [vice@jf.se](mailto:vice@jf.se) or +4670-355 52 96), the Board (i.e. [styrelsen@jf.se](mailto:styrelsen@jf.se)), the union officers or student representaives. A report can also be made through [www.jf.se/en/klaga](http://www.jf.se/en/klaga) where the one who files the report can choose to be anonymous. The possibility to contact someone is available no matter who is to blame for the harassment or in what context the harassment has taken place. It also applies to an external individual who thinks they have been harassed by a member of the Union or in any other way within the Union's activities. The matter should be handled quickly and with discretion and may never be taken further than the reporting party/notifier wants to.

The work procedure below is the main structure for how cases of harassment and sexual harassment should be handled by the Law Student Union. Harassment are each time unique, and therefore the procedure should always be adjusted to the specific case. Deviations from the work procedure can be made if the Board finds it necessary.

Hereinafter, the person who feels that he/she has been exposed is called the "notifier" and the person who is designated as guilty of the violation is called the "notified".

1. The matter comes to the attention of one of the Union's representatives, i.e. trough notification or report.
2. The Board addressed the matter internally. Anyone who has a close relationship to the notifier or the notified may not participate in the handling of the case. A decision on this is made by the Board. The person to whom the question relates may not participate in the decision.
3. The Board invites the notifier to attend a meeting with two representatives from the Board. The purpose of the meeting is to find out what the notifier feels that he/she has been a victim of. In connection with the meeting the notifier should be given suggestions of appropriate measures. The notifier shall be offered additional support through contact with, for example, the police, Lund's Student Union's (LUS) Student Ombudsman, the Student Health, the Student Priests, the study counselor or others. In the event that the notifier does not wish to attend the meeting, the matter shall be handled further and the support nevertheless offered.
4. The Board internally discusses the matter. The Faculty should normally be informed about the matter unless the notifier explicitly wishes this not to happen.
5. The Board invites the notified to a meeting with the same representatives as in paragraph 3. The purpose of the meeting is partly to inform the notified of the allegations and

partly to find out how he/she relates to the alleged course of events. In addition, the notified should be offered additional support through, for example, the Student Health, curator, the Student Priests, the student counselor or others. If the notified does not wish to attend the meeting, the matter shall be handled further and the support nevertheless offered.

6. The Board conducts a smaller investigation and conveys internally.
7. The Board decides on any reprisals. Reprisals may consist of warning, suspension, dismissal or exclusion from the association. A decision on warning and / or suspension is made by the Board. The suspension shall be indefinite and may apply to all the Union's activities, activities where alcohol is served or activities organized by one or more specific committees. A decision to dismiss or exclude is made by the Governing Assembly in accordance with Chapter 5 § 21 and Chapter 2 § 10 in the Statute.
8. The Board communicates the eventual reprisals to the notifier and the notified. If the Board decision is a warning or suspension the notified shall be given the opportunity to ask the Board to refer the decision to the Governing Assembly in accordance with Chapter 9 § 23 in the Statute.
9. The eventual reprisals are enforced.
10. The Board begins a follow-up work. The notifier should be asked for comments on how the case was handled and what effects any reprisals have had. The Board must thoroughly investigate what can be done to prevent similar events from happening again.

If a report is submitted anonymously the Board shall work exclusively with follow-up and preventive work, i.e. by step 10 above. Though, if the Board decides that the report is of a kind that special circumstances apply, the Board should apply 1-2 and 5-10 in the work procedure above. The Faculty should be notified about the report if the submitter is anonymous. Special circumstances can be, for example, if the report clearly identifies a person as guilty.

If any of the parties to the case is not a student, but is employed by the Faculty of Law, the Union's Inspector should be asked to attend the meeting with the person. He/she does not need to be offered support by the Union.

If any of the parties to the case is an employer representative, the employer must be informed of the case and the Union's Inspector is asked to attend the meeting with the person. He/she does not need to be offered support by the Union.

### *Reporting*

All the officers, the members of the Board and the members of the Governing Assembly of the Law Student Union have the duty to report any type of suspected discrimination to the Board.

All members should report any type of suspected discrimination.

### *Election to positions in the Union*

This Equality and Equal Treatment Plan must be taken into account by the Nomination Committee when interviewing and nomination to the election of positions and by the Governing Assembly in the election.