



Discrimination and  
offensive treatment  
toward students

## DISCRIMINATION AND OFFENSIVE TREATMENT TOWARD STUDENTS

Discrimination, sexual or other harassment, and offensive treatment are all strictly prohibited at Stockholm University of the Arts (Uniarts). What happens if you are discriminated against or abused as a student or doctoral candidate?

This brochure is based on our policy document entitled, "Policy and Administrative Procedures when Incidents of Discrimination in the form of Harassment, Sexual Harassment or Offensive Treatment Directed at Students Arise".

### *For our students and doctoral candidates at Uniarts*

The University must be a safe and secure place for all students and employees. Discrimination, harassment, sexual harassment, and offensive treatment are all strictly prohibited. We take a wide range of preventive measures to ensure an inviting and inclusive atmosphere.

Unfortunately the reality is that we humans are not always as respectful to each other as we should. As the Vice-Chancellor of Uniarts, I take any type of discrimination or offensive treatment seriously. Informing you of the assistance that is available if you are subjected to unwanted behaviour is an important task. This brochure explains what the University is required to do and what your responsibilities are.

*Yours sincerely,*

Paula Crabtree

Vice-Chancellor, Stockholm University of the Arts

August 2018

## CONTENT

Uniarts' responsibility	4
How does the inquiry proceed?	4
Your responsibility	5
Once the inquiry has been completed	6
Discrimination: unfairly excluded or wronged	7
Harassment: violation of dignity	7
Offensive treatment	8
If you need support	9
Find out more about discrimination, harassment and offensive treatment	10

## UNIARTS' RESPONSIBILITY

All types of discrimination are against Swedish law. The University has a special responsibility to investigate all suspicions or allegations of sexual or other harassment and serious cases of offensive and discriminatory treatment perpetrated on students or doctoral candidates. Whenever an employee receives information that a student may have been subjected to any unacceptable behaviour covered by the Swedish Discrimination Act, Uniarts has an obligation to thoroughly investigate all of the circumstances.

Uniarts undertakes to make sure that any unwanted behaviour stops and will not be repeated in the future. Since we have an obligation to investigate, we are required to proceed with an inquiry even if you no longer want us to.

During the course of the inquiry, it is expected that everyone involved will have the opportunity to present their recollection and view of the events.

### Responsibility of employees

All employees have a responsibility in dealing with any unacceptable behaviour. As soon as they learn that an incident has occurred, they must notify the University so that all necessary measures can be taken. Acting as soon as the information comes to the attention of the University is extremely important.

#### **Inquiry procedures step-by-step**

1. You will be assigned a contact
2. The inquiry concludes with a decision: is it sexual or other harassment or offensive treatment?
3. SKH follows up and ensures that the harassment actually stops.

Keep in mind: You should be aware that with any allegation or complaint Uniarts may be required to investigate even if no formal report has been filed. It makes no difference whether an employee or student has been accused of having committed harassment or offensive treatment.

## HOW DOES THE INQUIRY PROCEED?

### You will be assigned a contact

For any investigation your head of department will assign you a contact person. Their role will be to communicate with you throughout the inquiry, keeping you informed of the process and any developments.

### Uniarts makes a decision

The inquiry will be concluded with a decision by Uniarts as to whether the incidents constitute sexual or other harassment or offensive treatment pursuant to Swedish laws or regulations.

If the inquiry find evidence of harassment the decision must also state what Uniarts plans to do to ensure that any harassment stops and prevent anything like it from happening in the future.

### Uniarts follows up

Uniarts plans a follow-up and implement it to ensure that the harassment really ends.

### You may not appeal against the decision

Decisions concerning these matters may not be appealed against. If you disagree with the inquiry or decision, you may contact the Equality Ombudsman, do.se.

**Do you feel harassed?**

#### SHOW!

Show clearly that a behaviour is unwanted.

#### TELL!

Contact the Head of Department or another employee.

#### DOCUMENT!

Take notes and save emails, messages, etc.

#### **POLICE REPORT**

Always report criminal offense!

## **YOUR RESPONSIBILITY**

### Be clear

It is your responsibility to determine whether the behaviour to which you have been subjected is unwanted or offensive. According to Swedish law, an individual who commits a certain type of behaviour must understand how it has been perceived before being guilty of sexual or other harassment. If you experience harassment, it is vital that you inform the other person that their behaviour is disagreeable or unwanted. Under certain circumstances, harassment may be so obvious that you should not be expected to point it out.

### What do you do if you have experienced harassment?

- Show how you feel about it: Even if it isn't easy, you need to show clearly that the other person's behaviour is unwanted. If you don't want to talk about it, you can send an email instead. Make sure to keep a copy. Another option is to ask someone else to speak with the person.

- Tell the University: Contact the Head of your department or another Uniarts employee whom you trust.
- Document and take notes: Keep a record of the harassment and save all letters, emails, texts, etc. That way it will be easier for you to remember dates, places and other details that confirm your story.

#### Report any criminal offence to the police

File a report with the police if you are the victim of a criminal offence. Sexual molestation is a criminal form of sexual harassment. Somebody who sends you images with sexual content, makes unwanted advances, exposes themselves, gropes or otherwise violates your physical privacy may be guilty of sexual molestation.

Sex crime legislation comes into play at that point. You are welcome to call the police and ask their advice if you are uncertain about classification of the incident to which you have been subjected.

Keep in mind: Uniarts cannot file a report with the police on your behalf, but we can support you if you choose to make a report to the police.

### **ONCE THE INQUIRY HAS BEEN COMPLETED**

A conclusion by the inquiry that harassment or offensive treatment has occurred pursuant to laws or regulations may lead to consequences of various kinds. What happens to the perpetrator depends on the gravity of the offence and whether the incidents have made the study environment less safe and secure.

#### Disciplinary measures for students

A student who has harassed you may receive a warning or a suspension. The Uniarts Disciplinary Board makes such decisions.

#### Disciplinary measures for employees

An employee who has harassed you may receive a warning, salary deduction, transfer or termination. The Uniarts Staff Disciplinary Board makes such decisions.

### **Discrimination**

Someone is being unfairly excluded or wronged because of gender, ethnicity, sexual orientation etc.

### **Harassments**

Violation of someone's dignity.

What happens if the inquiry does not find evidence of harassment?

Even if the inquiry does not find evidence of harassment or offensive treatment pursuant to Swedish laws or regulations, other issues relating to those circumstances may still need to be addressed.

### **DISCRIMINATION: UNFAIRLY EXCLUDED OR WRONGED**

A simple definition of discrimination pursuant to the Swedish Discrimination Act is that an individual has been unfairly excluded or wronged.

#### Seven grounds of discrimination

An incident may be regarded as discrimination if the exclusion or wrong has one of seven causes:

- gender
- transgender identity or expression/appearance
- ethnicity
- religion or other beliefs
- disability
- sexual orientation
- age

#### Various types of discrimination

Several types of discrimination are against the law:

- explicit
- indirect
- inaccessibility
- harassment
- sexual harassment
- instructions to discriminate someone

### **HARASSMENT: VIOLATION OF DIGNITY**

Harassment is behaviour that violates somebody else's dignity.

Examples of harassment is belittling or disparaging generalizations.

Such behaviour is covered by the Discrimination Act if related to one of the seven grounds described above.

### Examples of sexual harassments

- Unwanted advances or demands.
- Suggestive jargon or deprecatory language.
- Unwanted compliments, invitations or allusions.
- Groping and other inappropriate physical contact.

### Sexual harassment

Sexual harassment is conduct of a sexual nature that violates someone's dignity. Examples of sexual harassments:

- unwanted advances or demands
- suggestive jargon or deprecatory language
- unwanted compliments, invitations or allusions
- groping and other inappropriate physical contact

### OFFENSIVE TREATMENT

Offensive treatment is behaviour that targets one or more students in a way that can cause health problems or exclusion, including bullying, psychological violence and ostracism.

### Students and employees are covered by the same rules

Offensive treatment unrelated to one of the grounds of discrimination is not covered by the Discrimination Act but by the regulations of the Swedish Work Environment Authority. The regulations do not include students. Nevertheless, Uniarts has resolved to handle abuse of students and employees the same way.

## Find out more!

This folder gives an overview of sexual or other harassment, as well as offensive treatment. Find out more about various types of discrimination on the website of Equality Ombudsman, do.se.

## IF YOU NEED SUPPORT

### Student union

The primary purpose for the student unions is to monitor and promote student interests and concerns and represent them in all matters relating to student life, including education, development, health and safety, equality and student welfare.

*uniarts.se/english/about-uniarts/the-student-union-at-uniarts*

### Student health services

Student health services in Stockholm are the responsibility of the student division at Stockholm University. Uniarts has signed an agreement with student health services such that anyone who attends our university can access their care.

*studenthalsanistockholm.se*

### Equality Ombudsman

The Equality Ombudsman (DO) is a public agency that combats discrimination, as well as promoting equal rights and opportunity, on behalf of the Riksdag (Parliament) and Government.

*do.se, Switchboard: 08-120 20 700,  
Free of charge: 020-36 36 66*

### Portal for victims of crime

The Swedish Crime Victim Compensation and Support Authority (Brottsoffermyndigheten) defends the rights of victims of crime while calling attention to their needs and interests. The authority answers questions about criminal offences both on its website and by phone.

*brottsoffermyndigheten.se,  
Phone: 090-70 82 00*

### Sweden's National Women's Helpline

A national 24-7 service for victims of threats, violence or sexual assault. The call does not appear on your phone bill.

*kvinnofridslinjen.se,  
Free of charge: 020-50 50 50*

### Men's Hotline in Stockholm

Phone services and opportunities for individual and group counselling.

*mansjouren.se, Phone: 08-30 30 20*

### RFSL hotline for victims of crime

Hotline for LGBT individuals who are victims of abuse, threats or violence. Friends and family members, as well as professionals who encounter, LGBT individuals who have been abused are also welcome.

*rfsl.se, Free of charge: 020-34 13 16*

### Terrafem

Terrafem offers support and advice for women in 43 different languages. The call does not appear on your phone bill.

*terrafem.org, Free of charge: 020-52 10 10*

### Young women's empowerment centers

For people up to 25 years of age. Contact details for young women's, transgender and adolescent hotlines.

*tjejjouren.se*

## **FIND OUT MORE ABOUT DISCRIMINATION, HARASSMENT AND OFFENSIVE TREATMENT**

### Uniarts policy

“Stockholm University of the Arts shall be characterised by a respect for each other’s differences and opinions. Both the study environment and the working environment are intended to feel welcoming and inclusive. Students and employees are to be treated equally and in a respectful manner. Together, we will safeguard our good study and working environment. No discrimination, harassment nor sexual harassment may take place.”

*On the intranet you can find two documents: “Policy and Administrative Procedures when Incidents of Discrimination in the Form of Harassment, Sexual Harassment or Offensive Treatment Directed at Students Arise” and “Policy and Administrative Procedures when Incidents of Discrimination in the Form of Harassment, Sexual Harassment or Offensive Treatment Against Employees Arise”. You can also find this brochure and an equivalent brochure aimed at employees.*

### Uniarts' prevention plan

Stockholm University of the Arts has a plan to prevent and combat discrimination and harassment.

*Read the plan on our intranet (only in Swedish): “Plan för lika möjligheter och rättigheter för studenter och sökande vid SKH”.*

### Discrimination Act

The purpose of the Discrimination Act is to combat discrimination while promoting equal rights and opportunity regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age.

*Read the Discrimination Act at [government.se](http://government.se): *Discrimination Act (Swedish Code of Statutes 2008:567). Molestation, sexual assault and rape are governed by Chapter 6 of the Swedish Penal Code.**

### Offensive Treatment

Regulations concerning the organisational and social work environment in force as of 31 May 2016 govern knowledge requirements, targets, workload, hours and offensive treatment.

*Find out more on the website of the Swedish Work Environment Authority, [av.se](http://av.se): *Organisational and social work environment (AFS 2015:4Eng).**

### Equality Ombudsman online training

This online training supports universities who want to improve their efforts to ensure equal rights and opportunity for their students. The course targets both students and university employees who interact with them.

*[e-utbildning.do.se/hogskolan](http://e-utbildning.do.se/hogskolan)*



