

## **LUCSUS policy on Gender Equality, Equal Opportunities & Diversity**

### **Principles**

LUCSUS' operations and work build on equality between the sexes, equal opportunities and diversity. At LUCSUS, zero tolerance is shown to all forms of discrimination and all employees have the same rights, obligations and opportunities. LUCSUS adheres to the Lund University policy on Gender Equality, Equal Opportunities and Diversity (Dnr PE 2011/177), which is founded on the Discrimination Act (2008:567). The Discrimination Act prohibits discrimination on the grounds of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

### **Procedures**

LUCSUS Gender, Diversity, and Equality Committee fronts LUCSUS' focused and systematic work on gender equality, equal opportunities and diversity elaborated in LUCSUS Action Plans. The preventive work is aligned to LUCSUS and LU policies and plans and includes awareness raising and maintaining activities that promote a good working environment and collegiality. The systematic work requires regular evaluation, follow-up and analysis of the set policy and how it is followed. The results are presented annually in an equality declaration.

In order for the policy to be realised and for the principles of respect, tolerance and consideration to have a true content, employees and students have a responsibility to contribute to a good working climate.

### **Areas**

In line with the Lund University policy on Gender Equality, Equal Opportunities and Diversity, LUCSUS policy focuses on six areas:

- Discrimination
- Equal opportunities
- Recruitment and promotion
- Leadership
- Salaries and terms of employment
- Gender and intersectional perspectives

#### *Discrimination*

In order to educate employees and students about gender equality, equal opportunities and diversity, Lund University's and LUCSUS core values shall permeate all its activities.

LUCSUS strives to ensure that all students and employees are familiar with the contents of LUCSUS policy on Gender Equality, Equal Opportunities and Diversity and this action plan to tackle discrimination, including victimization and sexual harassment.

LUCSUS also strives to ensure that all students and employees are familiar with the contents of the University's policies and plans to tackle discrimination, including victimisation and sexual harassment. To this end, LUCSUS encourages training and disseminate information on different levels within the organization.

### *Equal opportunities*

In our work on equal opportunities we seek to increase knowledge and understanding of equal opportunities for students and employees through information provision.

Specifically, LUCSUS focuses attention to increase gender equality and diversity in the recruitment and reception of students in the LUMES programme. LUCSUS seeks to ensure accessibility and adaptation within our human and physical working environment to encourage everyone to have the same opportunities to study and work at LUCSUS. LUCSUS strives to integrate diversity perspectives in education.

### *Recruitment and promotion*

At LUCSUS, systematic work on recruitment, career planning and promotion includes continual training initiatives with the aim of professionalising and educating employees who participate in recruitment processes.

A transparent approach to promotion and opportunity for recruitment are promoted in line with LU policy and guidance.

### *Leadership*

LUCSUS seeks to ensure a gender balance and intersectional representation in all decision-making bodies and in leadership roles. In the appointment of faculty management, including executive committees etc., consideration shall be given to gender equality and diversity.

### *Salaries and terms of employment*

LUCSUS sets salaries in accordance with LU's pay policy. In particular, fixed-term positions among the under-represented gender and early career stages are monitored.

Annual career planning is highlighted in staff appraisals and LUCSUS supports staff in parental leave, to know their rights, and in readjusting to return to work in the planning and structuring of their work.

### *Gender and intersectional perspectives*

LUCSUS seeks to integrate gender and intersectional perspectives in teaching and education. LUCSUS encourages intersectional awareness within development of teaching material and within teaching approaches.