



SSCO's Equality Policy

N.B. This is an in-house translation. In the case of discrepancies between the Swedish text and this translation, the Swedish text will prevail.

Purpose

SSCO represent tens of thousands of students in the Stockholm region. As one of Sweden's largest student organisations, SSCO have a responsibility to be an equality integrated organisation where elected representatives, employees, member unions and students are included in an open environment. SSCO's mission to care for the students of Stockholm shall characterise the entire organisation and our work shall act as a guide for our member unions.

Basis for equality work

Equality work is not something optional and isolated within SSCO; it permeates all the activities of the organisation. Through exposing existing norms as well as what privileges and problems they entail, they can also be problematised, changed and an environment based on equal terms can be created.

SSCO's view of equality and power is based on intersectionality. The concept of intersectionality clarifies that different power structures cooperate, which means that they cannot be distinguished as different forms of oppression. This means that SSCO's view of equality is based on power structures being integrated into each other, and that discrimination may differ depending on which power structures are cooperating.

SSCO's commitments

SSCO as a gathering point for students

SSCO shall, in all activity, actively work for an inclusive environment that enables everyone to feel welcome and involved. This requires



SSCO to adjust meeting rooms in terms of accessibility, to work with clear and inclusive meeting forms and that the people and their experience and knowledge is in focus.

SSCO as the collective voice of Stockholm's students

SSCO shall aim to ensure that no students in Stockholm are discriminated or disfavoured based on the grounds of discrimination within their education or student union activities. SSCO take a stand against student union activities that exclude students from taking part in the student life on equal terms. Through the position as a central organisation, SSCO shall therefore offer support and tools for equality work for the member unions.

As the collective voice of Stockholm's students, it is also of great importance that SSCO have the competence and capacity to work for the heterogeneity of students that exists within the region and the needs this entails during the period of study.

SSCO as an employer

SSCO shall in all recruitment of both employees and elected representatives actively work to reach diversity within the organisation. This is to base our activities as a central organisation on the experiences and competence of our members, as well as to reflect our target group. All personnel management, goals and wages shall be individually established.

Case handling

Cases regarding the grounds for discrimination are always seen as very serious and should be dealt with quickly, correctly, and under confidentiality. If there are reasons to believe that a crime has been committed a police report should always be submitted, however generally not against the will of the person affected.

Quickly

Information about discrimination can emerge in many ways. It is important that a person who claims to have been affected quickly can



seek support, be given the opportunity to explain what has happened and be informed of the possibility to take the issue further within SSCO and/or receive help to report the issue to the police if they so wish. An employee or elected representative of SSCO who is contacted by a person with information about events that could constitute discrimination shall therefore always immediately inform SSCO's presidency. It is then the presidency's responsibility to contact the affected person to offer support and inform them of how SSCO handle cases that involve discrimination. At this stage it shall also be considered whether external competence may be needed to carry out the investigation.

Correctly

When information about events that may constitute discrimination has come to SSCO's attention, it is up to the presidency to quickly investigate these events. The presidency may, between themselves, select someone to be in charge. At this stage it shall also be considered whether external competence may be needed to carry out the investigation. The parties involved (the person who has submitted the information and the persons/s who has supposedly acted discriminately) should be heard as soon as possible, and always be offered the change of having a meeting in person. At such meetings, two people from SSCO should always attend to ensure that the submitted information is carefully documented and that a correct assessment of further actions can be made quickly. If the person who has given the information so wishes, they may ask a proxy to be part of the investigation in their place.

The purpose of the investigation is to get a clear picture of the turn of events, give the person accused of harassment a chance to explain themselves and to make an assessment of what further action may be needed. If the discrimination is ongoing, it is important to immediately set out that SSCO do not tolerate any forms of discrimination and expect that this behaviour will cease immediately. If the events come under the Discrimination Act, the work environment legislation and/or the Swedish Penal Code, they should be quickly handled in accordance with these regulations by for example reporting it to the police.



Confidentiality

Cases pertaining to discrimination are always personal cases and should therefore be handled with utmost confidentiality. This means among other things that no personal data related to anyone involved should be divulged to people who do not definitely need this information. As an employee or trustee of SSCO you are expected to be very restrictive in sharing information in personal cases which has come to your attention.

Post-investigation action and consequences for people who have discriminated someone

After investigating an event which may constitute discrimination, a report should be compiled. Based on this report an assessment is made as to whether discrimination has in fact occurred and if/which further action should be taken.

If there are reasons to believe that a crime has been committed a police report should always be submitted, however generally not against the will of the person affected. If there are reasons to carry out sanctions against an employee that process is regulated with support from the collective agreement, Work Environment Act and Discrimination Act. Additionally, there are also several actions/sanctions that SSCO based on association legislation can impose. This can for example relate to votes of no confidence or to exclude the person from SSCO's events.

Liability

SSCO's board of trustees is ultimately liable for policy compliance. The presidency is liable for it being applied in SSCO's day-to-day activities.

SSCO's Equality Policy is to be raised within the board once per business year to ensure that it is well-known and up to date.