

JSA EQUAL TREATMENT **POLICY**

Approved at the Biannual General Meeting on 15th of April, 2019



JÖNKÖPING INTERNATIONAL BUSINESS SCHOOL
STUDENT ASSOCIATION

JSA is a student association for all those studying at Jönköping International Business School. The board of JSA works to represent all member students, uphold a fair and high-quality education and a good student life.

JSA believes that no member shall be treated differently on the account of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age, as recognized and stated by the Swedish discrimination act (SFS 2008:567, chapter 1, section 1). The essence of the JSA Equal Treatment Policy is thus that all people are equal and should be treated accordingly.

This policy applies to all committees and projects under JSA, including all activities under them.

1. The protected grounds for discrimination recognized by the Swedish law (SFS 2008:567, chapter 1, section 1 §) are:

1. Sex
2. Transgender identity or expression
3. Ethnicity
4. Religion or other belief
5. Disability
6. Sexual orientation
7. Age

2. Forms of discrimination, according to SFS 2008:567 chapter 1, section 4 §, are:

1. Direct discrimination: that someone is disadvantaged by being treated less favorably than someone else is treated, has been treated or would have been treated in a comparable situation, if this disadvantaging is associated with any of the above listed protected grounds for discrimination.
2. Indirect discrimination: that someone is disadvantaged by the application of a provision, a criterion or a procedure that appears neutral but that may put people of a certain sex, a certain transgender identity or expression, a certain ethnicity, a certain religion or other belief, a certain disability, a certain sexual orientation or a certain age at a particular disadvantage, unless the provision, criterion or procedure has a legitimate purpose and the means that are used are appropriate and necessary to achieve that purpose.
3. Inadequate accessibility: that a person with disability is disadvantaged through a failure to take measures for accessibility to enable the person to come into a situation comparable with that of persons without this disability where such measures are reasonable on the basis of accessibility requirements.
4. Harassment: conduct that violates a person's dignity and that is associated with one of the grounds of discrimination - sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
5. Sexual harassment: conduct of a sexual nature that violates someone's dignity.
6. Instructions to discriminate: orders or instructions to discriminate against someone in a manner referred to in points 1–4 that are given to someone who is in a subordinate or dependent position relative to the person who gives the orders or instructions or to someone who has committed herself or himself to performing an assignment for that person.

3. The active work that JSA does towards equality includes:

- JSA works towards having all events open for all students
- JSA aims to have all its members treated with respect, and that no member shall be badly treated by exposure to threat of violence, violence or other forms of harassment
- JSA will not support or encourage any activities that are religious, party-political or in any way offensive to an individual or groups that are members of JSA
- JSA will, when possible, use a gender neutral and including language
- JSA works towards providing involvement opportunities of different length and engagement level to ensure equal participation opportunities
- JSA will inform students about who to contact to report all forms of discrimination that occurs in the school and on other student social activities.

4. The following things will happen when a student chooses to contact JSA because of an act of discrimination towards them or a friend of theirs:

1. If a committee or project team has received the information, they should refer the student to the JSA president or another person appointed by the board of JSA.
2. The JSA president or another person appointed by the board of JSA will inform about the protected grounds of discrimination according to the JSA Equal Treatment Policy.
3. The JSA president or another person appointed by the board of JSA will inform about OLIK and its procedures, and the possibility to contact the Swedish police.
4. If the discrimination has taken place in JSA or a committee or a project, the investigation should strive towards leaving the victim and informant anonymous.

5. If the discrimination has taken place during a JSA organized activity and a member of the JSA board or the team arranging the event has been notified, the following will happen at the time of the event:

1. The JSA president or another person appointed by the board of JSA shall be notified of the discrimination that has taken place.
2. The JSA president or another person appointed by the board of JSA will inform about the protected grounds of discrimination according to the JSA Equal Treatment Policy.
3. The JSA president or another person appointed by the board of JSA will offer to act as a mediator in the situation and hear the perspective of both the accuser and accused.
4. The accused person will be asked to stop their behavior if the behavior fits the protected grounds of discrimination and forms of discrimination as stated above.
5. If the accused person continues with the behavior after having been told to stop, a security guard or similar person of authority at the place of the event will be informed about the situation.
6. The JSA president or another person appointed by the board of JSA will inform the accuser about OLIK and its procedures, and the possibility to contact the Swedish police.