



## Södertörn University's Policy for the Work Environment and Equal Opportunities

Södertörn University wishes to use this policy to emphasise its desire to create a secure and inspiring environment in which to work and study. This means that the university must be inclusive and utilise the abilities, commitment and expertise of students and employees. By seeing, understanding and recognising people's differences, we can all contribute to developing Södertörn University.

The UN Declaration of Human Rights is a natural foundation for all work and covers all the grounds for discrimination found in the Swedish Discrimination Act. University activities must also contribute to achieving Sweden's gender equality goals<sup>1</sup>. We must treat each other in a respectful manner. Equal opportunities<sup>2</sup> must be natural part of our activities and we must conduct long-term work to promote gender equality, equality and diversity, as well as actively preventing and counteracting all forms of discrimination, harassment and bullying.

The work environment must be safe, accessible, secure and functional. We must organise and plan work and studies so that employees and students are not exposed to workloads that may entail physical or mental ill health.

All areas of work on the work environment and gender equality must be characterised by professionalism, clarity and a sense of personal responsibility, and must be integrated into day to day activities. Active, forward-thinking work must be conducted with a structure that

---

<sup>1</sup> The objective of gender equality policy is that women and men have the same power to shape society and their own lives. There are six sub-goals in Sweden's gender equality policy: **1. Equal distribution of power and influence.** Women and men must have the same rights and opportunities to be active citizens and to shape the conditions for decision-making. **2. Economic gender equality.** Women and men must have the same opportunities and conditions for paid work that provides economic independence throughout life. **3. Gender equality in education.** Women and men, girls and boys, must have the same opportunities and conditions with regard to education, study options and personal development. **4. An equal distribution of unpaid housework and provision of care work.** Women and men must have the same responsibility for housework and have the opportunity to give and receive care on equal terms. **5. Gender equality in health, care and social services.** Women and men, girls and boys, must have the same conditions for good health and be offered care and social services on equal terms. **6. Men's violence against women must stop.** Women and men, girls and boys, must have the same right and opportunities to physical integrity.

<sup>2</sup> Equal opportunities is a collective term for promoting equal rights and opportunities for all employees, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

encourages collaboration and dialogue. A good work environment is characterised by everyone knowing the shared objectives of the university and the organisation being informed by clear leadership.

**Responsibility** All managers, staff members and students are expected to take personal responsibility for our shared work and study environment and to contribute to a positive atmosphere. Final responsibility for compliance with the provisions of the Work Environment Act and the Discrimination Act rests with the vice-chancellor. The vice-chancellor allocates tasks related to the work environment and equal opportunities throughout the organisation.