The Equality Plan of the Student Union of Tampere University

About the Equality Plan

This Equality Plan has been accepted by the Council of Representatives of the Student Union of Tampere University. This plan supplements the TREY Policy Paper, Language Principles and other steering documents. The list of the steering documents of TREY can be found here on the TREY website. This Equality Plan is in effect from 2023 to 2025.

Equality is one of the key values guiding TREY activities. We want every student to be able to feel good and safe in our community.

This plan is mainly meant to steer student union activities and operations. The plan defines the ways TREY promotes equality in its activities and in the associations operating under it. However, the plan also sets advocacy goals concerning Tampere University and society as a whole.

The Constitution of Finland states that everyone is equal before the law. In Section 6, chapter 2, concerning equality, the Constitution states that "No one shall, without an acceptable reason, be treated differently from other persons on the ground of sex, age, origin, language, religion, conviction, opinion, health, disability or other reason that concerns his or her person." In addition to what is mentioned in the Constitution, the Non-Discrimination Act prohibits discrimination on the basis of nationality, political activity, trade union activity, family relationships and sexual orientation. Equality between the sexes and its promotion is specified in the Act on Equality Between Women and Men which also prohibits discrimination due to gender identity or gender expression.

The entire Student Union is responsible for the implementation of this plan, but especially the TREY Board and personnel. The fulfilment of the plan is monitored by conducting equality surveys every three years, and the plan is updated for the following three years based on the survey results. The TREY equality sector is primarily responsible for producing these surveys.

The Equality Plan mentions numerous terms that you might want to familiarise yourself with to achieve a wider understanding of the topic at hand. The definitions can all be found here on the TREY website.

Daily activities at TREY

The TREY office

Objective: Equality is actively monitored and promoted in TREY.

Action: Every year, TREY has a board member and an employee in charge of equality. The fulfilment of the Equality Plan is monitored, and the results are reported to the Council of Representatives.

Responsibility: Equality sector, main sector

Indicator: Board member in charge of equality (yes/no), employee in charge of equality (yes/no), monitoring and reporting complete (yes/no)

Objective: Operatives at TREY are acquainted with the Equality Plan and are aware of their responsibility in its fulfilment.

Action:

In the beginning of each year, equality training is organised for the TREY Executive Board, and the sectors review the plan in light of their own activity. New employees receive training on equality matters.

All sectors review the Equality Plan as part of their training.

Responsibility: Main sector, social affairs sector

Indicator: Number of trainings and their attendance.

Objective: People of different genders and backgrounds are represented in the TREY Board, personnel, and the Council, as well as the bodies under them, and everyone is in an equivalent position with one another.

Action:

In order to represent our diverse membership as well as possible, TREY recruitment processes highlight that applicants of different genders and different backgrounds are warmly welcomed.

Responsibility: All sectors

Indicator: Recruitment and application processes take diversity of background into account (yes/no)

Objective: Recruitment processes at TREY are equal to all.

Action:

When recruiting, all applicants are treated with an equal, respectful attitude, and they are given sufficient information on the process.

Whenever possible, recruitment at TREY is anonymous.

Feedback is collected on recruitments.

Responsibility: Main sector

Indicator: Percentage of anonymous recruitments out of all recruitments, feedback received on recruitment processes

Objective: No one is discriminated against on the basis of opinion, political views or political activity. Affiliation with a political party or lack thereof are both respected as choices of equal value.

Action:

TREY activities are open to all members regardless of background. Discrimination or inappropriate behaviour is interfered with.

Responsibility: All sectors

Indicator: Feedback received

Objective: Giving equality-related feedback to TREY is simple.

Action:

TREY has an anonymous form to make giving feedback easy. The form is readily available, and students are informed of its existence in TREY communication channels.

TREY operatives can be contacted directly in equality matters, and their contact information is easy to find on the TREY website.

Responsibility: Social affairs sector, harassment contact persons

Indicator: A form exists (yes/no), contact information easy to find (yes/no).

Decision-making

Objective: Executive board decision-making is open and equal to all.

Action:

Both the Council of Representatives and student union members are informed of the decisions made regularly and bilingually. The Council can review the agenda beforehand.

Executive board meetings are well-prepared, and the decision-makers are provided enough information to enable making informed decisions.

Responsibility: Main sector, communications sector

Indicator: Information on decisions provided openly and regularly (yes/no)

Objective: Council decision-making and communications are open and equal to all.

Action:

Preparation of documents and decisions is open, and the entire Council can participate.

A new council is trained in their tasks well enough that everyone has an equal opportunity to participate in decision-making.

Council members that do not speak Finnish are considered in preparations and are given an equal commenting opportunity.

Responsibility: Main sector, Council chairs

Indicator: The Council has been trained (yes/no), the Council has been included in the preparation of documents and decision-making (yes/no), non-Finnish speaking representatives have been given the opportunity to comment (yes/no), feedback received

Objective:

Standing as a candidate in the Representative Election and applying for the Board are open and equal processes where all applicants are respected.

Action:

Information on standing as a candidate and applying for the Board is provided widely and openly using all channels.

Each board applicant is given the same opportunities to demonstrate their suitability for the task.

Feedback on applying for the Board is collected annually.

Responsibility: Main sector, Council of Representatives

Indicator: Information on standing as a candidate and applying for the board has been provided via various channels (yes/no), feedback received.

Objective: Meeting practices of the Board and the Council are equal to all.

Action:

The Board and the Council are instructed on good meeting practices at the

beginning of each new term.

Anonymous feedback on the practices can be given to the Council chairs and the Secretary General. A record of speakers is kept at meetings in order to ensure equal opportunities for participation. If someone does not follow the equal meeting practices, their behaviour is interfered with. Council and Board meetings, trainings, communications channels and other occasions adhere to TREY's principles for safer spaces.

Responsibility: Main sector, Council chairs

Indicator: The Board and Council have received training on meeting practices and the principles for safer spaces (yes/no), it is possible to give anonymous feedback (yes/no), a record kept of speakers (yes/no)

Accessibility

Objective: Accessibility is considered at the TREY office.

Action:

Office events, trainings etc. are organised in accessible premises when necessary.

Dietary requirements are accounted for at office events.

Internal communications are made available to everybody.

TREY operatives use understandable standard language that does not discriminate against less experienced operatives.

Responsibility: All sectors

Indicator: Events organised in accessible premises when necessary (yes/no), dietary requirements accounted for (yes/no), internal communications are accessible and available on multiple channels (yes/no)

Objective:

TREY communications are accessible.

Action:

The accessibility of both content and technology is considered in TREY communications and on its website.

The language used in communications is clear standard language and takes the diversity of the student body into account.

The TREY website meets the WCAG-2.1 criteria.

Videos featuring speech that are published on TREY communication channels are subtitled.

Communications are available on multiple channels, on social media and mailing lists alike.

TREY communications are bilingual.

TREY office staff receives training on accessibility, and the TREY communication plan includes a chapter on accessibility.

Responsibility: Communications sector, all sectors

Indicator: accessibility of the website accounted for (yes/no), the website meets the WCAG-2.1 criteria and most of the accessibility requirements (yes/no), videos are subtitled (yes/no), communications are bilingual (yes/no), accessibility training organised for TREY office staff (yes/no)

Harassment. discrimination, bullying and inappropriate treatment

Objective: TREY activities are free of harassment and discrimination.

Action:

All inappropriate behaviour is immediately interfered with by approaching the persons concerned. Instructions for giving feedback and raising an issue are implemented at the office.

An office equality survey is conducted each year.

Harassment contact persons and labour protection delegates are trained for their tasks.

Instructions for how to interfere with inappropriate behaviour are implemented at the office.

Responsibility: Harassment contact persons, employee representatives, social affairs sector

Indicator: Instructions for raising an issue implemented at the office (yes/no), an equality survey conducted at the office (number and percentage of responses),

operatives trained (yes/no), instructions for interfering with inappropriate behaviour reviewed during training (yes/no)

Events organised by TREY

Objective: TREY events are accessible

Action:

TREY events are held in accessible premises, and information on accessibility is provided. TREY events are always free of charge or as affordable as possible. Event communications are clear and on appropriate channels.

Representation of different campuses is sought when organising events open to the members of the Student Union.

Event information includes information on whether the event is family friendly. Demand for an increased number of family-friendly events is surveyed. Family-friendly events include a space for childcare.

As often as possible, a calm space to retreat in is available at TREY events.

Responsibility: Events sector

Indicator: Events organised in accessible premises (yes/no), percentage of TREY events that are free, communication about family-friendly events (yes/no), survey about increasing the number of family-friendly events (yes/no)

Objective: Principles for safer spaces are followed at TREY events

Action:

TREY has implemented principles for safer spaces, and they are updated when necessary. The principles are followed at TREY events, and information on them is provided in connection with the events. The principles for safer spaces are always available to the members.

Responsibility: Events sector, social affairs sector

Indicator: Principles for safer spaces exist (yes/no), information on the principles for safer spaces provided in connection with events (yes/no), principles for safer spaces are available (yes/no)

Objective: Harassment and inappropriate treatment is interfered with at TREY events

Action:

A harassment contact person is available either on site or on call at large TREY events. The harassment contact persons are named in event information.

Responsibility: Events sector, harassment contact persons

Indicator: A harassment contact person is available at large events (yes/no), information on harassment contacts persons provided in event information (yes/no)

Objective: Dietary requirements are accounted for at student union events.

Action:

Dietary requirements are a standard question in event registration, and participants are offered options that suit their diet. At events, dietary options are marked clearly so that finding suitable food is as easy for everyone. The most common dietary requirements are accounted for by default.

Responsibility: Events sector

Indicator: Dietary requirements considered (yes/no), feedback received

Objective: No one is pressured into using alcohol at TREY events.

Action:

All student union events offer alcohol-free options.

TREY organises alcohol-free events and supports associations in doing the same.

Responsibility: Events sector

Indicator: Percentage of fully alcohol-free events, feedback received

Associations and the student community

Equality work in associations and the student community

Objective: The Student Union supports the associations and members in promoting equality.

Action:

TREY organises equality training in the beginning of the year at the Associations' Kick-off. TREY also offers training on different themes throughout the year, open to all associations. TREY provides additional training and individual counselling if necessary. The operatives at the student union are easy to reach in equality-related matters. TREY ensures that materials regarding equality are easily available.

Responsibility: Social affairs sector, association affairs sector

Indicator: Number of trainings and their attendance, materials easily available (yes/no)

Objective: Tutors take equality into account in their task as group leaders

Action:

The training material for tutors covers equality as a part of group leadership skills and meeting new students.

Responsibility: Tutoring sector

Indicator: Training material covers equality (yes/no), feedback received

Objective: Associations operating under TREY account for equality in their activities, and equality work is encouraged and supported.

Action:

Equality work is accounted for in the motivational part of operational grants.

Operatives assessing applications and deciding on the grants have clear guidelines on how to assess the equality of an association. The guidelines for applying for an operational grant are clear to the associations.

Responsibility: Association affairs sector, social affairs sector

Indicator: Number of trainings, equality is part of the operational grants (yes/no), average equality points for operational grants, clear guidelines for operational grants (yes/no)

Objective: Every campus is considered in activities aimed at associations and members.

Action:

Training, events and activities are organised as diversely as possible on different campuses. Information on TREY activities and events is provided on every campus.

Responsibility: All sectors

Indicator: Number of events/activities organised on different campuses

Objective: The multilingualism and multiculturalism of the student community is considered and respected in all activities.

Action:

TREY communications are bilingual. Each published text is translated to be published at the same time as the original text.

Associations are encouraged to organise bilingual events, and they are instructed on the practical matters relating to bilingualism.

TREY organises bilingual events. The diversity of our student body shows in TREY communications. Celebrations from various cultures are acknowledged and, when possible, communicated about in other languages.

Responsibility: Communications, events, international and social affairs sector

Indicator: Bilingualism implemented in communications without exception (yes/no), number of truly bilingual events

Objective: Variety in students' situations in life is considered in all activities and events.

Action:

TREY organises diverse activities at different hours of the day and encourages associations to do so as well. Child-friendly events are organised.

Responsibility: Social affairs sector, events sector, association affairs sector

Indicator: Events held at different times of day (yes/no), feedback received

Objective: Threshold for participating in association activities is low. Associations are visible on university grounds.

Action:

TREY advocates for the associations to be visible on the campuses and to get more campus space for their use.

Association actives are educated on how to organise open, accessible, low-threshold activities. Associations are encouraged to be more approachable by communicating about their activities using clear, approachable, standard language. TREY promotes possibilities for students to make association activities a part of their studies and encourages the University to invest in the associations.

TREY provides association actives with networking opportunities.

TREY supports associations in lowering the threshold for starting as an association active. Opportunities to participate and make one's voice heard in associations are communicated clearly.

Responsibility: Association affairs sector

Indicator: Average equality points for operational grants, feedback received

Events and accessibility

Objective: Association communications are accessible and equal to all.

Action:

Associations are trained in the principles of good communications and to acknowledge the diversity of the student body.

Associations are encouraged to communicate bilingually.

Responsibility: Communications sector, social affairs sector

Indicator: Points for bilingual communication in the operational grants

Objective: Equality and accessibility is accounted for at association events.

Action:

TREY encourages and instructs associations to have their events in accessible spaces. It is recommended to describe accessibility and lack thereof in detail in event descriptions and name a person responsible for the event's accessibility issues and more information. Event communications are clear and available on appropriate channels.

Associations are trained and instructed to avoid all pressure to consume alcohol at all student community events.

Responsibility: All sectors

Indicator: Information on accessibility provided in connection with events (yes/no), number of trainings given to associations and their attendance

Harassment, discrimination, bullying and inappropriate treatment

Objective: TREY supports students who have experienced harassment or discrimination.

Action:

TREY has two harassment contact persons who help students in cases of harassment and bullying. Contact information for the harassment contact persons is easily accessible, and their services are mentioned in all communication channels and in conjunction with all events. All tutors and association actives are aware of the harassment contact persons and can direct students to them.

TREY provides training to associations' own harassment contact persons and

equality organisers.

Responsibility: Harassment contact persons, tutoring sector, association affairs sector, communications sector

Indicator: Harassment contact persons named in connection with events (yes/no), number of cases, number of trainings given to associations on harassment

Objective: Students know about the harassment contact persons and seek help when they need it

Action:

Clear communication about the harassment contact persons on noticeboards, in conjunction with events, on the website and on other channels. Tutor training also includes information on the harassment contact persons.

In order to lower the threshold on reaching out, the harassment contact persons can be reached through multiple channels, including email, a contact form, phone call and text message. New channels are implemented if necessary.

Responsibility: harassment contact persons

Indicator: Communication about the harassment contact persons is clear and on multiple channels (yes/no), number of cases, results of the equality survey

The University and society

Accessibility

Objective: The premises of Tampere University are accessible. In addition to mobility access for physically disabled people, accessibility is also understood more widely, for example as accounting for sensory defensiveness.

Action:

TREY collaborates with the university to map out ways to make the study environments more accessible. TREY advocates for increasing the number of gender-neutral toilets and showers on campus.

Responsibility: Campus development

Indicator: Ways to increase university accessibility mapped out (yes/no), feedback received

Objective: The systems in use at Tampere University are accessible.

Action: Influencing both the University and service providers on the accessibility of the systems used by students and staff. Close cooperation with the University when they are developing system accessibility, and communications about it. Collecting student feedback on university systems, their functionality and accessibility and/or communicating actively about the University's corresponding feedback surveys.

Responsibility: Educational affairs sector, communications sector

Indicator: Accessibility of systems has been advocated for (yes/no), feedback collected (yes/no)

Accessibility of education and support for studies

Objective: Education is accessible both at Tampere University and on a national level.

Action:

Students are provided information on support services and individual study arrangements on the websites of both Tampere University and TREY.

TREY promotes and advocates for versatile and diverse study formats at Tampere University.

TREY influences the University's student admission policies and the accessibility of student admissions.

TREY encourages the University to consider positive discrimination in student admissions.

Responsibility: Social affairs sector, educational affairs sector

Indicator: Feedback received, information about support services and individual study arrangements is easily available on websites (yes/no)

Objective: Problems with coping and mental health do not prevent studying.

Action:

TREY actively advocates on the levels of state, city, the University and FSHS for

fostering student mental health and coping abilities.

Responsibility: Social affairs sector, educational affairs sector

Indicator: Results of national and local health surveys (for example, The Finnish Student Health and Wellbeing Survey KOTT, university feedback surveys, OPY surveys), feedback received

Decision-making

Objective: The University makes decisions that strengthen equality among students. University operatives can recognise different grounds for discrimination and interfere with inappropriate behaviour. Students experience no kind of discrimination during their students.

Action: TREY operatives actively promote themes of equality in university advocacy bodies, such as faculties, working groups and management meetings. TREY contributes to university operatives having easy access to equality guidelines and materials, such as instructions on how to interfere with discrimination and inappropriate treatment.

Responsibility: All sectors

Indicator: Feedback received, accessibility of information on the Intranet (yes/no)

Harassment, discrimination, bullying and inappropriate behaviour

Objective: Tampere University intervenes in cases of harassment and inappropriate

treatment. The University has a strong role in processing harassment cases involving students.

Action:

The harassment contact persons at the University and TREY work closely together to improve the processes of interfering with harassment. Information on sources of help and the harassment contact persons of both the University and TREY is easily available.

Responsibility: Social affairs sector, harassment contact persons

Indicator: Information on sources of help and the harassment contact persons of both the University and TREY is easily available (yes/no)

Society

Objective: Society becomes more open and equal.

Action:

TREY highlights equality in public discussion and in its statements.

TREY participates in campaigns that promote equality.

Responsibility: Social affairs sector

Indicator: Number of statements (comments, blogs, statements and other publications) and campaigns regarding equality

Objective: Higher education is accessible to all

Action:

Educational policy at TREY aims for everyone to have an equal opportunity to apply to higher education. TREY partakes in public statements which promote the accessibility of higher education. TREY comments on educational affairs statements from SYL, Tampere University and other interest groups.

Responsibility: Educational affairs sector

Indicator: Number of statements and comments concerning the accessibility of higher education

Objective: Equality is at the core of SYL (National Union of University Students in Finland) and OLL (Finnish Student Sports Federation) activities.

Action:

Ensure the presence of equality matters in both SYL and OLL steering documents while their General Assembly materials are being commented on.

Responsibility: Social affairs sector

Indicator: The delegations to the SYL General Assembly consider themes of equality a part of their advocacy work (yes/no)

Assessing the realisation of the plan

The fulfilment of these objectives is reviewed annually in connection with the mid-year report. The main responsible party for reviewing the fulfilment of the objectives is the equal opportunities organiser of the Board and the employee in charge of equality, assisted by other office staff.

The fulfilment of the objectives in this plan is monitored with the indicators outlined alongside the objectives. The fulfilment of the objectives is monitored and annually reported to the Council of Representatives alongside the mid-year report. Every three years, a compact report of the fulfilment of the preceding equality plan is written in conjunction with its updates.