

# The Equality Plan of the Student Union of Tampere University

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## About the Equality Plan

This Equality Plan has been accepted by the Council of Representatives of the Student Union of Tampere University. It reflects the Student Union's equality objectives. This plan adds to the equality section in The Policy Paper of TREY. This Equality Plan stands from 2020 to 2022.

The vision of TREY's strategy is the kind of student community in Tampere to which everyone wants and feels to belong – everyone from newcomers to alumni. To achieve this, it is paramount that students feel that they are equal members of our community.

This plan mainly steers the operation of the student union. How TREY promotes equality in its activities and the organisations operating within its scope is defined in this plan.

The Constitution of Finland states that everyone is equal before the law. In the sixth Section, 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. The equality between the sexes and its promotion is specified in the Act on Equality between Women and Men, which also prohibits discrimination on the grounds of gender identity or gender expression.

The whole student union is responsible for the implementation of this plan, but most of all the responsible parties are TREY's Board and personnel. The fulfilment of the plan is followed up by equality surveys every three years. The primary responsibility of producing these surveys lies with the equal opportunities Organiser of the Board, whose assistant is the employee in charge of equality.

## **Main concepts**

### **Non-discrimination**

As per the Non-discrimination Act (1325/2014), all humans are equal and it is prohibited to discriminate against another person on the grounds of personal characteristics.

In other words, the realisation of equality means that everyone must have equal opportunities to participate and be treated in equal manner regardless of their background.

### **Equality**

The term equality refers to the equality of the sexes (Act on Equality between

Women and Men 609/1986). The Equality Act also covers gender diversity. Equality promotes equality regardless of gender identity, gender expression or characteristics associated with gender.

The realisation of equality means that each and every one must be guaranteed equal possibilities and treatment regardless of their assumed gender, gender identity or expression of gender.

## **Discrimination**

Discrimination means that a person is treated worse on the basis of a personal characteristic. Discrimination is prohibited regardless of whether it is based on a fact or assumption concerning the person him/herself or someone else. Therefore, putting a person at a disadvantage compared with others on the grounds of being a family member, relative, close friend or colleague to a person of an ethnic minority or to a disabled person is also a form of discrimination.

### **Per the Non-discrimination Act, prohibited forms of discrimination are:**

- immediate or direct discrimination: e.g. a hotel refuses to rent a room to customers of the same gender because of their sexual orientation.
- secondary or indirect discrimination: e.g. the employer requires the employee to have perfect knowledge of Finnish even though it is not necessary for performing the task.
- harassment: bullying at the workplace where an employee is treated in a humiliating, degrading or intimidating manner.
- instruction or order to discriminate: e.g. the store manager orders the employees to not serve Romany customers. The order itself is discrimination, regardless of whether the employee follows it or not.
- refusal to make appropriate adjustments: e.g. not ensuring an accessible entry to a movie theatre.

## **Harassment**

Harassment means inappropriate conduct that is aimed at an individual. This can take form in bullying, belittling or ignoring, intimidation or isolation. In general, harassment includes the creation of an intimidating, hostile, degrading, humiliating or offensive atmosphere. Harassment is a form of discrimination. The spectrum of harassment includes gender-based harassment too, but also many other factors.

Sexual harassment means verbal, non-verbal or physical unwanted conduct of a sexual nature by which a person's psychological or physical integrity is violated intentionally or factually, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere.

On the other hand, gender-based harassment means unwanted conduct that is not of a sexual nature but which is related to the gender of a person, their gender identity or gender expression, and by which the person's psychological or physical integrity is intentionally or factually violated and an intimidating, hostile, degrading, humiliating or offensive atmosphere is created.

## **Intersectionality**

The term intersectionality for highlighting that in addition to gender, there are many other factors that affect the identity and socioeconomic status of an individual, such as class, age, ethnicity and sexual orientation.

Intersectionality is not limited to denote the simultaneous impact that these various forms of social distinction have, but is expanded to refer to how they relate to and affect each other. There are certain structures in our society which can affect if a person is born in a privileged position because of their gender, colour of skin or economic situation. When observing equality, various factors are taken under consideration when talking matters such as the equality between the sexes; for instance, being a woman means different things to a middle-aged, white, heterosexual woman than to a young, black, homosexual woman.

## TREY

Objective	Action	Responsibility
The actors within TREY are acquainted with the Equality Plan and are aware of their responsibility in its fulfilment.	Equality training for TREY's Board is organised, and the sectors revise the plan and tailor it to their own activity in the beginning of each year.  The office revises the Equality Plan annually.	Main sector, social affairs sector, stewards
The actors within TREY acknowledge and recognise the forms of discrimination and know how to act when they see inappropriate behaviour.	Education on equality and strategies for intervening in inappropriate behaviour is organised regularly for TREY's actors.	Main sector, Social affairs sector
TREY's office space is free of harassment and discrimination.	All kinds of inappropriate treatment are interfered with by approaching the persons concerned.  There will be a survey about equality for the office each year.  Harassment contact persons and stewards will be trained for their tasks.  Instructions of how to intervene in inappropriate behaviour are drafted for the office so that everybody knows what to do when they either face or detect harassment, discrimination, bullying or other types of improper behaviour.	Harassment contact persons, stewards, social affairs sector
Accessibility and reachability are taken into	Office events, training etc. are always organised in accessible premises.	All sectors

<p>consideration at TREY's office.</p>	<p>Special diets are taken into account at different events.</p> <p>Announcements are made available to everybody.</p>	
<p>TREY's communication is accessible.</p>	<p>The reachability of obtaining information is noted in TREY's communication by using clear ordinary language and adding subtitles to every video. TREY communicates through both social media and mailing lists.</p> <p>TREY's communication is bilingual.</p> <p>Accessibility is considered in TREY's communication plan.</p>	<p>Communications sector, all sectors</p>
<p>The Executive Board's decision-making is open and equal to all.</p>	<p>Both the Council of Representatives and its members are regularly informed of made decisions. The Council can see the agenda beforehand.</p> <p>The Executive Board's meetings are well-prepared, and the decision-makers are offered enough information.</p>	<p>Main sector, communications sector</p>
<p>The Council's decision-making and communication is open and equal to all.</p>	<p>Preparation of documents and decisions is open and the whole Council can participate in it.</p> <p>Council members that do not speak Finnish are considered in the preparations and are given the equal chance to comment.</p>	<p>Main sector, Council's chairpersons</p>

<p>Application process for the Board is an open and equal process; all applicants are respected.</p>	<p>The information policy of recruiting is open and done within each channel. Each applicant is given the same opportunities to show their suitability for the task.</p>	<p>Main sector, Council of Representatives</p>
<p>TREY's Board and personnel and the Council, along with the bodies within them, are represented by students of different genders and backgrounds, and share the equivalent position with each other.</p>	<p>In order to represent our multifold membership as all-encompassing as possible, TREY's recruitment processes highlight that all applicants of different genders and different backgrounds are warmly welcomed.</p>	<p>All sectors</p>
<p>TREY's recruiting processes are equal to all.</p>	<p>When recruiting, all applicants are treated with the same equal, respectful attitude, and they are given enough information on the proceeding.</p> <p>We will consider the possibility of using anonymous recruiting at TREY.</p>	<p>Main sector</p>
<p>Sex ratio of the bodies is even. Attracting a wide variety of people for the bodies is important.</p>	<p>Gender and sexual diversity is considered in recruiting decisions, and diversity in general is taken in account when selecting the body.</p> <p>When recruiting, all kinds of stereotypical expressions and assumptions shall be avoided.</p>	<p>All sectors</p>
<p>Meeting practices of the Board and the Council are equal to all.</p>	<p>The Board and the Council are instructed on meeting practices at the beginning of each new term.</p> <p>Anonymous feedback on the practices can be given to the Council's chairperson and the Secretary general.</p> <p>Keeping a record at the meetings of different</p>	<p>Main sector, Council's chairpersons</p>

	speeches, about who and how long they spoke, so we can gather information on for example differences between new and old council members and organise trainings if needed.	
Participation in decision making is enabled for those who do not speak Finnish, too.	Official TREY documents are available in Finnish even in their comment phase, and the final versions can always be found in English, too.	Communications sector, International sector, translator
No-one can be discriminated against on the basis of opinion, political views or activity. Affiliation with a political party or the lack of it are both respected as equal choices.	TREY's operation is open for the whole membership regardless of their background.  Discrimination or inappropriate behaviour is intervened by discussing the matter with the relevant persons.	All sectors
Giving feedback to TREY on equality matters is effortless.	TREY has an anonymous form for giving anonymous feedback directly to the responsible person.	Social affairs sector, harassment contact persons, occupational health and safety representatives

## Organisations and the student community

Objective	Action	Responsibility
The student union supports the organisations and members in promoting equality.	Equality training is regularly organised for the associations. TREY provides more trainings or individual counselling when asked.	Social affairs sector, organisations sector



	The operators within the student union are easy to reach in equality matters.	
TREY supports students who have experienced harassment or discrimination.	<p>The harassment contact persons help students in cases of harassment or bullying. The contact information of the harassment contact persons is easily accessible and their services are mentioned in all information channels and events.</p> <p>All tutors and association actives are aware of the harassment contact persons and know how to contact them.</p> <p>TREY provides training to associations' own harassment contact persons and equality organisers.</p>	Harassment contact persons, tutoring sector, organisational sector, communications sector
Events are accessible and reachable both physically and socially.	<p>Both the student union and the organisations seek to arrange their events in accessible places. Accessibility is mentioned in the event description. The student union produces accessibility instructions.</p> <p>Events communication is clear and present in various communication channels.</p>	All sectors
Events are free of racism, bullying and harassment.	<p>Safe space principles apply to all events. This is described in the event.</p> <p>The student union provides instructions for intervening in inappropriate behaviour or harassment both. The instructions are for internal use and for aiding the</p>	Events sector, social affairs sector, communications sector

	organisations.	
Participants of events are not pressured into using alcohol.	<p>Each student union event has alcohol-free alternatives, too.</p> <p>TREY organises alcohol-free events as well as supports the organisations in doing so.</p> <p>Organisations are instructed and guided so that there is no pressure to consume alcohol in student community events.</p>	Events sector
The equality of the associations is acknowledged in the distribution of operational aids.	<p>The operational aid organisers have clear instructions on assessing the associations' equality. These criteria are transparent to the organisations seeking the aid.</p>	Organisational sector, social affairs sector
Participating in equality work is easy.	<p>Students are notified of equality work and offered possibilities to influence.</p>	Social affairs sector
The multilingualism and multiculturalism of the student community is taken into account and respected in all activities.	<p>Communication is bilingual. Each published text is translated within the same schedule with the original text, or immediately after the publication.</p> <p>Organisations are encouraged to organise bilingual events.</p> <p>TREY organises bilingual events.</p> <p>The diversity of students shows in TREY's communications.</p> <p>Acknowledging other cultures' special days and the possibility of communicating about</p>	Communications, events, international and social affairs sector

	them in other languages.	
Variety in students' situation of life is considered in all activities and events.	TREY organises versatile activities at different hours and encourages the organisations to do so, too.  Child-friendly events are organised.	Social affairs sector events sector, organisational sector
Special diets are taken into account in student union's events.	Special diets are inquired in event registration, and participants are offered options that suit their diet.  Special diets are marked clearly, so that it is easy to find suitable dietary options.	Events sector
The threshold for participating in organisational activities is low.	Organisation operators are educated on how to organise open, accessible, low-threshold activities.  Organisation activities are communicated clearly and in ordinary language so that the activities are easy to approach.  TREY promotes opportunities for students to participate in organisational activities as a part of their studies and encourages the University to invest in the organisations.	Organisational sector, communications sector
The organisations' communication is accessible and equal to all.	Organisations are encouraged to have bilingual communication.  Organisations are trained in the principles of good communications and acknowledging the diversity of students.	Communications sector, social affairs sector

## The University and society

Objective	Action	Responsibility
The University's operators know and recognise various forms of discrimination and know how to intervene in improper behaviour.	Adequacy of information about equality on the University's webpage is guaranteed.  Advocacy work at the University is done, and themes around equality are promoted.	Social affairs sector, educational affairs sector
With their decisions, the University management supports the equality between students.	We influence University matters and highlight equality related themes in administrative meetings.	All sectors
Students are aware of how to apply for special arrangements or receive support for their studies.	Accessible information of support services and special arrangements can be found at both TREY and the University's webpage.	Social affairs sector, educational affairs sector
Students partake the University's equality and non-discrimination work.	TREY is active in the drafting and updating of the University's Equality Plan.  Students are represented in the University's Equality and Non-discrimination Committee.	Social affairs sector
Education is accessible at Tampere University and across the nation.	Students are provided with information on special arrangements of studies at TREY's homepage.  Flexible and multifaceted study formats at Tampere University are supported.  We influence University's student admissions policies and create structures of positive discrimination,	Social affairs sector, educational affairs sector

	while also promoting accessibility in student admissions and within the departments.	
Accessibility and reachability of premises are taken into account at Tampere University.	<p>Ways of rendering the studying environments even more accessible are sought in collaboration with the University.</p> <p>Advocacy work for increasing the number of gender-neutral lavatories and washrooms is conducted.</p>	Campus development
The University personnel, especially the teaching staff and others working with students, acknowledge the difference between appropriate and inappropriate action and speech. Bias and improper behaviour are not tolerated.	<p>Process charts for intervening in inappropriate behaviour, discrimination and harassment are drafted together with the University.</p> <p>Sufficient instruction on detecting and intervening in inappropriate behaviour is ensured for the University staff in collaboration with the University.</p>	Social affairs sector
Students of various backgrounds are treated in an equal and non-discriminatory manner in teaching.	<p>The sufficiency of the teaching staff's instruction in equality and non-discrimination matters is guaranteed together with the University. If needed, the staff is organised further training.</p> <p>We promote that the University would gather student feedback on their experiences of teaching regularly.</p>	Social affairs sector, educational affairs sector
Problems with coping and mental health do not hinder studying.	Advocacy work for the sufficient resources of the University's services supporting student welfare is done. Increasing the study psychologist	Social affairs sector, educational affairs sector

	resources is promoted.	
The University is free of bullying. Measures are taken in cases of bullying and they are solved in a proper manner.	<p>It is guaranteed that accessing information of how to act when either detecting or facing inappropriate behaviour is easy at the University's webpage.</p> <p>It is ensured that the University has clear-cut and efficient practices for solving any possible bullying cases.</p> <p>Victims of bullying are offered support and guidance.</p>	Social affairs sector
TREY continues its advocacy work for making society yet more tolerant and equal.	<p>TREY highlights equality in public discussion and its statements.</p> <p>TREY participates in campaigns that promote equality.</p>	Social affairs sector
Equality is at the core of SYL and OLL's activities.	Visibility of equality is guaranteed in both SYL and OLL's steering documents as well as the General Assembly's materials are being commented.	Social affairs sector

## Assessing the realisation of the plan

The fulfilment of the agenda's objectives is checked annually alongside the semi-annual report. The main responsible party for observing the fulfilment of the objectives is the equal opportunities organiser of the Board and the employee in charge of equality. Other office personnel will offer their aid.

The fulfilment of the objectives is measured with these values: fulfilled - partially fulfilled - not fulfilled, reached - partially reached - not reached. These objectives' fulfilment measurements are done annually and recorded in one document. The

Council of Representatives is informed of the agenda progress annually. A report of the fulfilment of the preceding plan is written each three years as the agenda is updated.