Equal treatment of students at the Center for Middle Eastern Studies 2014-2015

Discrimination, harassment or tort should not occur at the Center for Middle Eastern Studies (CMES). An Equal treatment plan should promote equal rights and opportunities for students who are participating in or applying to the programme regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Issues of gender, equality and diversity are discussed continuously on the Board, the equal treatment group and at staff meetings.

Discrimination can take the form of direct discrimination, indirect discrimination and harassment. Both active actions to discriminate against an individual, and to refrain from acting in a given situation can be counted as direct discrimination. Indirect discrimination may be rules or criteria which appear to be neutral in theory, but in practice discriminates against certain students. Harassment refers to a treatment that violates the student's dignity. This can be done through words, e-mail contact, sms or glances. It is important to note that there is no objective demarcation of what is harassment. It is causal that the individual experiences is the starting point in any case of harassment.

CMES will prevent discrimination, harassment and tort. The Director and Education Coordinator is responsible for monitoring the work of gender equality and equal treatment of students. They will see to that the University's policy is followed. A psychosocial work environment analysis shall be conducted annually.

CMES should pay attention and take action when a student feels exposed, whether it's by another student or employee at the University.

Procedure for discrimination and harassment at CMES

Students who believe they have been a subject to discrimination, harassment or tort should first turn to the Director or the Education Coordinator at the Center. The Director shall determine whether the incident is of such a nature that it should be handled at CMES, or whether it should retail. If retailed the Director should contact the Head of the Office of the Vice-Chancellor's Office. The Director should also consider whether there are grounds to involve Företagshälsan or the Student Health Service. The Director must also assess what steps need to be taken by the Department to prevent further harassment.

Students may also choose to apply directly to the Head of the Office of the Vice-Chancellor's Office, who has to judge how the case shall be dealt with and actions to be taken.

If the student needs advice and support, the student should contact the Student Union.

During 2014 - 2015 CMES will place particular emphasis on

• that the Center's working and learning environment is inclusive and free from discrimination;
• that staff and students are aware of the Department's steps of action when someone feels discriminated.

The first objective is that students at CMES should experience teaching environment and student areas as inclusive and free from discrimination or harassment. The second objective is that students should be able to access information related to their study situation such as health plan and steps of action for discrimination. The third objective is to strive towards making the Equal treatment plan an active document.

Actions to achieve goals

• define concrete strategies for planning, implementation and follow-up of the proactive work against all forms of inequality and harassment
• encourage students to actively participate in equality work,
• ensuring that a gender perspective and diversity is placed on both course content; examination and evaluation;
• work on giving students equal opportunities to benefit from their studies;
• no lectures scheduled after 18:00;
• at the outset of each semester, all students and staff will be informed about equality, key documents and students' rights and obligations;
• translate key documents;
• inform students and staff on the steps of action;
• maintain an active and ongoing discussion on equality at CMES.

Responsible for implementing Director and Education Coordinator.

Timeframe
The first follow-up will be documented in February 2015. Additional follow-up in December 2016.