



Stockholms  
universitet

# Information about offending acts

*harassment, sexual harassment and victimization*

# Important to know!

1. Zero tolerance prevails at Stockholm University when it comes to harassment, sexual harassment and victimization.
2. React and tell off if you feel exposed or see others being exposed.
3. There are several activities/people that can help and support you when you experience offending acts.



# Legal framework

- Discrimination Act (harassment, sexual harassment)
- Work Environment Act (victimization)
- Provisions from The Work Environment Authority
  - Organisational and social work environment (AFS 2015:4Eng)
  - Systematic Work Environment Management (AFS 2001:1Eng)
- Stockholm Universitys Policy on work environment and equal rights

# Policy on work environment and equal rights

Stockholm University shall offer good conditions and opportunities for employees and students.

The work and study environment shall utilize the resources that employees and students with different backgrounds, life situations and skills bring to the university.

Everyone should treat each other in a respectful way and at Stockholm University there is a zero tolerance when it comes to discrimination, harassment, sexual harassment and victimization.





# Purpose of the Discrimination Act

Prohibit discrimination and promote equal rights and opportunities regardless of (grounds of discrimination):

- 1** Ethnicity
- 2** Disability
- 3** Gender
- 4** Transgender identity or gender expression
- 5** Religion or other belief
- 6** Sexual orientation
- 7** Age

# Harassment in the Discrimination Act

## Harassment

behaviour that violates  
someone's dignity and is  
associated with any  
discrimination on the grounds  
of discrimination

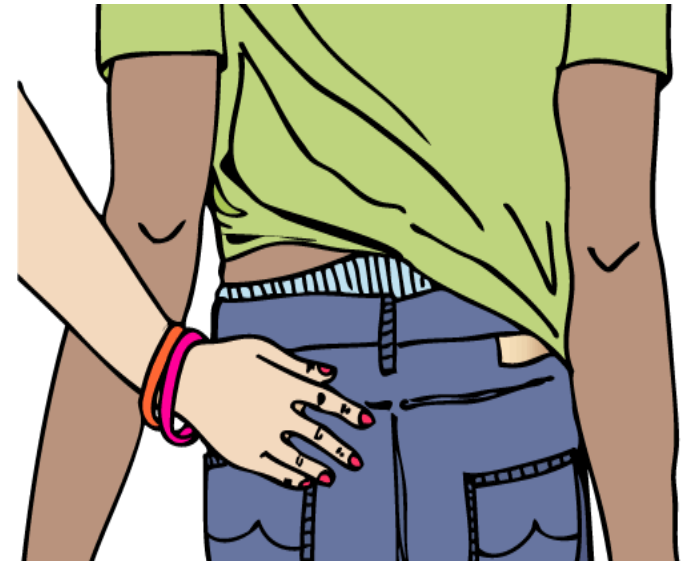
(DL 1 kap. 4§ punkt 4)





# Sexual harassment under the Discrimination Act

**Sexual harassment**  
a behavior of sexual  
nature that violates  
someone's dignity  
(DL 1 kap. 4§ punkt 5)





# Victimization

## Victimization

actions directed against one or more employees in an offensive manner and can lead to illness or that they are placed outside the workplace community

(AFS 2015:4, 4§)







# If you want advice and support

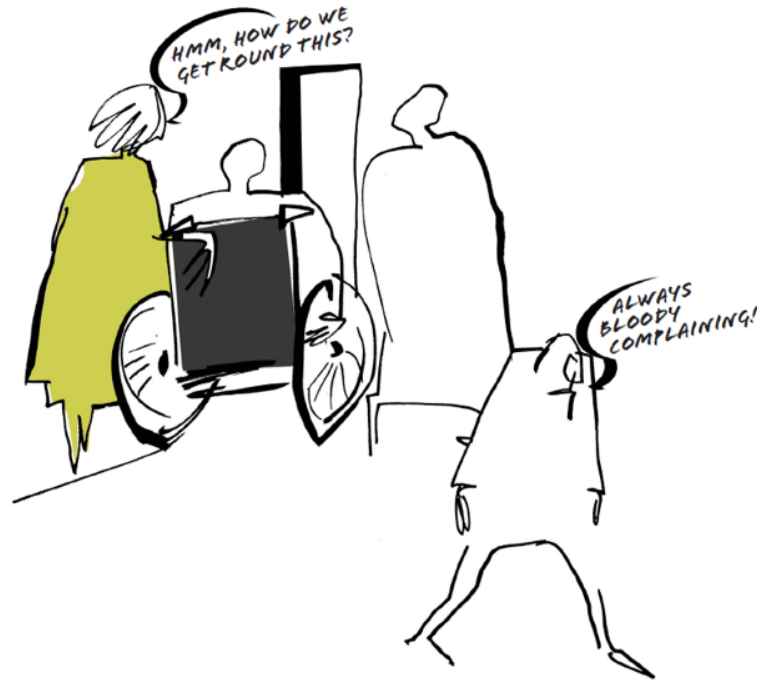


# Obligation to investigate

- how do we do at Stockholms university

## Employer

- If a manager becomes aware that employees are exposed - act immediately.
- If an investigation is needed, this is done by the HR Department
- If an investigation shows that harassment
  - »measures are taken
- Prohibition of retaliation



# The process of an investigation

- The investigator finds out as discreetly as possible what has happened.
- The investigation concludes with a written report being communicated to the parties concerned.
- If harassment have occurred, measures must be taken to prevent further harassment.
- The head of department/equivalent is kept updated during the process.

# Some tips

1. Work for a good working environment with clear procedures to prevent harassment, sexual harassment or victimization.
2. Discuss codes of conduct, think about word choices, attitudes and behavior - we are each other's working environment!
3. Get information on how to act if someone experiences exposure.
4. Respond directly to unacceptable behavior or insulting statements.





# Civil Courage

1. Show that it's not fun
2. Ask an efficient counter question
3. Get support of others/help each other
4. Call the opinion
5. Take it face to face

# More information:



- ▶ Services
- ▶ IT
- ▼ Personnel
  - ▶ Environmental Policy
  - ▶ **Equal Treatment**
  - ▶ International Mobility
  - Insurance for Researchers
  - ▶ Networks and Associations
  - ▶ Personnel Administration
  - Recruiting
  - Staff Development
  - ▶ Terms of employment
  - ▶ Travel
  - ▶ Working Environment & Health
  - ▶ Organisation & Governance
  - ▶ Relocation

## Harassment and victimisation

**Stockholm University is to be characterised by its excellent environment for work and study. All employees and students shall be treated equally and with respect.**

At Stockholm University we shall jointly safeguard our work and study environment. A good environment enables creative development and excellent outcomes for work and study.

At Stockholm University, victimisation, harassment associated with discrimination on any grounds and sexual harassment are unacceptable and must not take place. Victimisation, harassment and sexual harassment all jeopardise the affected person's job satisfaction and chances of success in work or study. As soon as the university becomes aware that someone has been affected, action will be taken immediately.



## You can contact HR department at Stockholms university:

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