

Equality Policy of Uplands Nation

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1. Equality Policy

1.1 Purpose

Values

Uplands Nation is the open and welcoming Nation. We are an important part of the student life in Uppsala and we must be a place where guests and members feel at ease and safe. The Nation is a meeting place for people with different social and cultural backgrounds, and everyone must be able to feel welcome, respected, appreciated and have a chance to take part to the Nation at the same terms.

Our goal

Uplands Nation and its activities must be free from all forms of discrimination, harassment and similar violations. The Nation must actively work towards increased safety, inclusion and availability to members, active staff and visitors in the short and long term. The work on equality must permeate the entire Nation at both an internal and external level.

Implementation

The Equality Policy establishes the values of the Nation and constitutes an important part of the Nation's work on equality in the long term. Moreover, the policy and its action plan are a support for the safety group and their job.

Members, guests and elective representatives who do not respect the decisions described in this policy can be denied access to the Nation's activities.

1.2 Background

Summary

The decisions described in this policy regard the Nation's active staff, its members and visitors of Uplands Nation, the activities Uplands Nation organises outside the Nation – e.g. *Mitterminskollegium* – as well as other occasions during which people participate in activities outside the Nation's main structure as guests or office holders of Uplands Nation.

The policy can occasionally be substituted by or completed with that of other nations or of the Kuratorskonventet.

Our position

The present Equality Policy substitutes the previous Non-Discrimination Plan of Uplands Nation adopted on the landskap of 2023-03-28. The policy must be used together with and complete the other guideline documents of the Nation, as well as the Equality Policy of the Kuratorskonventet, as per the Nation's work on equality.

The Equality Policy applies until a new Equality Policy is adopted.

1.3 Definitions

Equality refers to treating all people the same way, them having the same rights, responsibilities and possibilities. This applies regardless of personal characteristics like gender, gender non-conformity, ethnicity, religion or other creed, impairment, sexual orientation or seniority (both in regards of age and time as a Nation's member).

Discrimination refers treating someone unfairly or worse than someone else on discriminatory grounds.

Harassment refers to behaviours that degrade a person's dignity on discriminatory grounds. Harassment can correspond to verbal attacks, ostracising and similar behaviours. Sexual harassment refers to behaviours of sexual nature that degrade a person's dignity.

Discriminatory grounds refer to gender, gender non-conformity, ethnicity, religion or other creed, impairment, sexual orientation or seniority (both in regards of age and time as a Nation's member).

1.4 Responsibilities

Personal responsibility

Every body and office holder is responsible to neutralise any discrimination within their respective area of activity. The general responsibility of making the Equality Policy respected lies with the board. The First Curator is the first responsible to carry through and inform club workers, members, officials and office holders.

The First Curator is responsible for:

- Following up reported events and commencing inquiries of cases of discrimination, harassment and similar violations within three working days.
- Informing the inspector, the Nation's chaplain and the Equality officer about all reported events.
- Electing at least one Equality officer every working year.
- Making sure at least one information session about equality matters is held every semester.
- On request, acting as a contact person in matters of accessibility, equality and other matters regarding the Nation's structure.
- Making sure the content of this policy is always readily available for the members of the Nation.

The Equality officer is responsible for equality matters, as well as for assisting the First Curator and other Curators, the Nation's chaplain and inspector in the above-described work. The term of office of the Equality officer is regulated in the description of said position.

The Equality officer is responsible for:

- Gathering and spreading knowledge in matters of equality.
- Actively working for the establishment of the Equality Policy among members, its application and revision.
- Informing all members about the work on equality.
- Informing in consecutive order the inspector, Nation's chaplain and Curators about the continuous work on equality
- Providing help to the inspector, Nation's chaplain and Curators in reported cases of discrimination and harassment.
- In consultation with the First Curator, evaluating the work on equality every semester.
- Examining yearly the Equality Policy with the help of the Curators and update it when necessary and in accordance with existing laws, as well as suggesting tangible measures to improve it.

Not disclosing further information without the involved party's consent. The First Curator and Equality officer can receive help from the Kuratorskonventet and Uppsala Student Union's Equality officer in the form of consultation, resources, support, and lecturers in matters of equality and discrimination.

2. Description of current situation

As a part of the update of the Equality Policy, a description of the current situation was compiled. The description of the current situation is based partly on an overview of the Nation's elective representatives over the last five years and partly on the answers to a survey which took place in spring 2024. The survey included questions about equality at the Nation, the psychological environment and information availability. The following points are especially highlighted.

2.1 Equal opportunities to positions of trust

The Nations numbers about a hundred positions. Appendix 1 sums up the gender distribution as well as the share of students with a foreign high school degree among the elective representatives in the past five years (from fall semester 2019 to spring semester 2024). The overview shows a relatively even gender distribution of the positions on a general level (taking the whole Nation into account, 47% identified themselves as men, 53% as women, and 1% as non-binary). A position is considered to have been evenly shared if the distribution falls within the range 40-60%. Of the 51 positions of trust, there was an equal gender distribution in about a third of the cases.

Among the least equally distributed positions there's for instance Second Curator, Fika host, Banner carrier, Equality officer, Protocol secretary, Sport chief, President of the election committee, and Web editor. In the case of specific positions, an even more extremely uneven distribution can be explained with the fact that the same person has covered the position for the entire period.

As for the people with a foreign high school degree, it's more complicated to establish a comparative value, also considering that it's impossible to establish how big the share of foreign students is in comparison to the total number of members. In general, international students are not believed to be precluded from any specific positions. Considering the numbers, international students are believed to be overrepresented among club workers. A few positions, including Assistant librarian, IT-manager, Protocol secretary, Gardener, and President of the election committee, are examples of positions that have never been covered by anyone with a foreign high school degree.

2.2 International students

The Nation follows a translation policy which establishes that the Nation must be open to all members, regardless of their first language. In everyday communication, Swedish and English are employed as common languages. Meetings like landskaps and board meetings, as written information on the website and social medias are available both in Swedish and English. Protocols and official documents are less widely available in languages other than Swedish.

According to the answers gathered from the survey, nothing suggests that international students feel less welcome to the Nation, think it's harder to become active or that they've been excluded from any activities, compared to Swedish-speaking students. International students who answered the survey also felt that information was available in a language they understood.

However, there are some major differences. International students answered in much higher degree that they felt compelled to drink alcohol in combination with activities at the Nation and thought in higher degree that the Nation's house is inaccessible.

2.3 Clubs

There's an action plan in case of sexual harassment that treats cases observed directly during an activity and cases reported afterwards. There's a procedure to report such cases to make reporting easier.

2.4 Heteronormativity and gender identity

Attendance to a ball or gasque at the Nation can be done alone or in different pair combinations. The Nation doesn't apply any so-called *men seats* or *women seats* policy, and sitting at the table doesn't follow the old arrangement *men tables/women tables*. Over the last ten years the so-called *rake order* has been in use. Like the Nation's seating, the dress code is not gender-coded either.

2.5 Accessibility

Uplands Nation has one of the oldest buildings in Uppsala and unfortunately, it's impossible for a person on a wheelchair to enter it nor to access other floors, as both a ramp and an elevator are missing. A toilet adapted to a wheelchair is also missing. Inaccessibility of the Nation's house has been criticised by members who for different reasons cannot make use of the building. The Nation realised a preliminary study in 2023 to figure out, among other things, how the Nation's house could be made accessible. More extensive renovations, like for instance external additions, are currently impeded both by the current local development plan and by the bomb shelter in the pub. A suggestion for an external elevator in the garden could be tested in accordance with the current local development plan.

Uppsala Municipality also did an inspection to see if the Nation addressed the so-called *easily eliminated obstacles*, which were addressed in October 2024.

3. Action plan

Refers to the Nation's work on the long term in the period 2024-2029.

3.1 Equal opportunities to positions of trust

The Nation will keep working for an equal division of positions of trust. The focus should be on those positions that show least equal division, though it also applies to assuring for instance that both Swedish and international students have access to certain positions (e.g. as club workers and culture workers).

In case of vacant positions, the election committee should, if possible, encourage application among underrepresented groups.

3.2 International students

The Nation will keep maintaining information as widely available as possible both in Swedish and English. Information that should be prioritised regards that within the Nation's house (e.g. instructions, signs, etc.) when the building has been described as least accessible in terms of physical access.

Moreover, the Nation must continue working on allowing people to take part to the Nation's activities without feeling forced to drink alcohol.

3.3 Clubs

For guests to find it easy to ask for help, the working staff should wear clothes that make it clear that they are working. Those who work at clubs must be informed on how to make a report and what the guards' duties are.

Information about safety at the Nation must be improved.

3.4 Heteronormativity and gender identity

It must be made clear in all information and advertisement for an event that it's possible to attend alone or in different pair combinations, and that the dress code is not gender-coded. In other arrangements, gender stereotypical elements should be avoided as much as possible.

3.5 Accessibility

Uplands Nation must work on making the Nation's house more accessible than it currently is.

4. Procedure in case of discrimination or harassment

4.1 Purpose

The action plan must be used as a solid base to handle any incidents that breach the Equality Policy. The aim is to make active members of the Nation able to handle such instances quickly and efficiently.

4.2 Action plan directly after the fact

This action plan must be followed in the event of harassment reported directly after it occurred. The following measures must be undertaken:

Take the person in question aside to a quieter and safer place, ask their name and explain they will soon be talking to the person in charge of the activity (e.g. club master). Contact the nearest responsible and pass on the matter to them. The person in charge of the activity must then follow these steps:

1. Try and gather an account of the incident as accurate as possible (when, where, how?).
2. Note the names and/or descriptions of all involved parts.
3. Explain that any consequences are taken in consultation with the guards.
4. Take an appointment with the offended party one week after the fact occurred to inform them on how the errand is being handled.
5. Inform the person about the action plan and tell them they can report the incident and contact 1q@uplandsnation.se and jamo@uplandsnation.se for any further reports and contact.
6. Ask the person if there's anything else they need (e.g. a glass of water, help to find their friends or to call a taxi).
7. If needed, contact the guards and consult with them about any necessary consequences, for instance to warn or expel the harasser. Decision about consequences on the longer term, e.g. temporary or permanent ban from the Nation, can only be taken by the Curators.
8. Write a report of the incident following Appendix B.

Important considerations when speaking to someone who was harassed (this is information that all staff working in activities where such incidents can occur need to be aware of):

- Be calm and listen to the offended party.
- Make them understand that nothing is too big or too small to be talked about.
- What matters is the person's experience, not the harasser's motives.

- Decision about immediate consequences, like a warning or an expulsion from the activity, is made in consultation with the guards and the responsible of the activity. Decision about additional consequences is made by the Curators.
- Make the person feel safe by showing them that you take their case most seriously and that you're fully focused on them.
- The most important thing to do is to make it clear you are there for them, that there's a channel to turn to and that we care about their wellbeing.

Make sure the person feels safe before leaving them alone. Assess their personal integrity. Report the incident to the safety group, so they can forward information, if necessary.

4.3 Inquiry in case of reports or instances of harassment or discrimination

This inquiry plan must be followed in case of an incident reported to the safety group after the fact. The inquiry must then be carried out as follows:

1. The First Curator must take care of all reports of incidents and report them to the safety group.
2. Someone from the safety group must arrange a meeting with the person victim of discrimination or harassment, and then a separate meeting with the accused person. The matter must be handled and carried out quickly, seriously and discretely.
3. The safety group must then deliberate whether the fact breached the Equality Policy. The First Curator will decide whether to carry on the inquiry or close the case.
4. The First Curator can then decide whether to issue a warning or a temporary suspension from the Nation's activities, in accordance with the Nation's rule 1:9.
5. In case of a possible crime, the First Curator must suggest the victim to report the fact to the police and make sure the victim gets the required help to carry this through from among others the Nation's lawyer.
6. The safety group together must afterwards write a report summarising how the fact was handled. These reports should be gathered and reviewed yearly as a basis to put in place countermeasures to prevent similar cases in the future.
7. The safety group must take the victim seriously and provide them with the needed help. If necessary, the Nation can ask for help to the Kuratorskonventet's discrimination representatives. In case someone feels harassed or discriminated within the safety group, there's the option of turning to the Kuratorskonventet's discrimination representatives, the Uppsala studentkår's discrimination representatives, and other student support groups.
8. The person who expressed complaints must never under any circumstances be exposed to any reprisals or discriminations because of their report.

After the inquiry is handled, all produced reports (which might contain personal or sensitive information) must be filed away to the inspector for storing. The reason for this is that this kind of documents must not be available to anyone outside of the safety group. The documents must be sorted out and removed when they are no longer of use to the Nation, for instance to carry out inquiries or improve the Equality Policy.

4.4 Conflict of interest

Officials, committee members or other personnel handling or making decisions in an inquiry are biased if the matter at hand regards them or if other circumstances can be considered to be altering the reliability of their impartiality in the inquiry.

The matter of bias is disregarded when the matter of impartiality is not relevant. Biased persons may not handle nor take decisions regarding the inquiry. They may however take any actions that no one else can take in their stead without any inconvenient delay. The First Curator must be informed of this instance as soon as possible, and they will inform the board at the following meeting. The board has a right to take the action in question, if necessary.

A person who's aware of a circumstance that can result in a bias against them can autonomously let it be known.

5. Appendixes

5.1 Tangible measures

- The Nation must, through the Equality officer, make sure that everyone who works as a fulltimer, club worker or office holder discuss and consider the matter of discrimination to provide them with tools to recognise and contrast discrimination and exclusion in concrete everyday situations. For instance, help for implementation can be provided by the Uppsala studentkår's equality representatives. Interested members can also suggest relevant articles or other material to be used as basis for discussion.
- The Nation, through the Curators, must provide information and documents accessible to anyone detailing clearly the Nation's different positions and how to apply for them, as well as for who start working at the Nation.
- The Nation, through the Curators, must have information about discrimination, harassment, and similar behaviours, as well as about what to do in case one becomes a victim of the above. Information must be available in Swedish and English.
- The Nation, through the Curators and the Equality officer, must gather statistics about gender distribution and the number of international students among the Nation's elective representatives in general. This must be updated every semester and be made available to the Nation's members. Statistics make change over time visible and highlight any patterns develop within certain active groups.
- Instruct all responsible staff and guards about what sexual harassment and violations involve and make them acquainted with the action plan.
- Inform guests about how the environment at the Nation is supposed to be, for instance through posters and clear communication of our values.
- Uplands Nation has zero tolerance for sexual harassment. This must be made clear for every guest.