

# S-chapter Plan for equal treatment

## History

The document is developed by David Sandelin, Equality Responsible (*Jämno*) 14/15 and revised by the Chapter Board (*Styrelsen*) 2015 and 2017.

The plan is adapted by the Chapter Board in 2015-09-25.

This document is translated from Swedish to English by Javier Burrieza, member of the S-chapter Equality Group 16/17.

## Introduction

THS Policy for Equality (*Jämlikhet*), Diversity (*Mångfald*) and Equal Treatment (*Likabehandling*) or THS JML-policy states:

*“Equality, diversity and equal treatment are conditions for community, development and joy. THS will be a place where one can feel good, be oneself and develop as a person. THS will constitute a safe place where discrimination and harassment are not present.”*

In order to make S-chapter achieve the vision described in THS JML-policy, a number of approaches and objectives are shown here, providing a clear view on how to work towards that vision. This document is intended to be a dynamic document that is updated every few years, and preferably be complemented by action plans.

## Approaches/Objectives

- All officers and all members in subgroups within S-chapter should look over THS JML-policy and S-chapter Plan for equal treatment at least once a year.
- All working groups within S-chapter should actively work along THS JML-policy and S-chapter Plan for equal treatment.
- All information concerning S-chapter activities and documents should be updated, transparent, readable and easily available for all chapter members, including international and new students.

- In the selection and recruitment to positions of responsibility, the nominating committee or the recruitment responsible will work for the chapter diversity to be represented.
- At gatherings with alcohol, equivalent alcohol-free alternatives should be provided as far as possible, and the language and behavior will be considered fully equivalent by the event's promoters.
- S-chapter will have a transparent election process as well as clear in which characteristics and skills are requested to a certain position. No student should feel that the selection process, no matter if it is done through an interview, group work or in an other way, is unpleasant.
- All officers and all members in subgroups within S-chapter should actively work to avoid exclusive standards.
- If discrimination or harassment cases within the chapter or THS occurs, Jämno or Kårledningens Studiesocialt Ansvarige are the contacts.
- If discrimination or harassment cases between a student and KTH occurs, S-Sektionens Studienämndens ordförande (SNO) or Kårledningens Chef för Utbildningsinflytande (CFU) are the contacts.
- Tolerance zero towards discrimination and harassment is applied.