



JÖNKÖPING UNIVERSITY

**MINUTES President's decision**

Dnr: 2018/3934-12

30 October 2018

Present:

Agneta Marell, President

Andreas Torén, Rapporteur

Hanna Ståhl, Acting MD, University Services

Danielle Tärnhamn, Secretary

**§ 775 Action Plan for the Equal Treatment of Students at Jönköping University, 2018–2019**

**Background**

This Action Plan has been produced in accordance with the requirements and instructions contained in the Discrimination Act (2008:567). The work is to be implemented in four stages on an ongoing basis.

This Plan has been produced in collaboration with the Schools, Jönköping University Enterprise (JUE) and also the Student Union at Jönköping University.

**Decision**

The President decides

**to**

adopt the *Action Plan for the Equal Treatment of Students at Jönköping University, 2018–2019* (Dnr.: 2018/3934–12) in accordance with Appendix 1 ('Action Plan for the Equal Treatment of Students at Jönköping University, 2018-2019').

**that**

the *Action Plan for the Equal Treatment of Students at Jönköping University, 2017-2018*, adopted through President's decision § 745, Dnr.: 2018/1621-14 (date of decision 18 April 2018), shall cease to apply from and including the Autumn Semester of 2018.

This decision was made following a presentation by Emma Pavlov and Andreas Torén. Emma Pavlov and Andreas Torén participated in the drafting and preparation of the matter.

Minutes prepared by

Checked by

Danielle Tärnhamn

Agneta Marell

For information: Registrar, Deans, Executive Secretaries, Student Union, Board of Education and Research Education at Jönköping University (NUF), Gunnar Gunnarsson, Non-Discrimination Representative at the School of Engineering, Anna Blombäck, Non-Discrimination Representative at Jönköping International Business School, Katarina Bolin, Non-Discrimination Representative at the School of Health and Welfare, Ingrid Bardon, Non-Discrimination Representative at the School of Education and Communication, Jenny Dahlkild, Non-Discrimination Representative at Jönköping University Enterprise, Emma Pavlov and Andreas Torén.

Dispatched: \_\_\_\_\_



JÖNKÖPING UNIVERSITY

# Action Plan for the Equal Treatment of Students at Jönköping University 2018–2019

*Title: Action Plan for the Equal Treatment of Students  
at Jönköping University, 2018-2019*

*Version: 30 October 2018*

*Decided by: President, 30 October 2018, §775*

*Appendix to President's decision: Appendix 1(1)*

*Applicable from: Autumn Semester 2018*

*Applicable to: until further notice*

*Dnr: 2018/3934-12*



## JU'S JOINT ACTION PLAN FOR THE EQUAL TREATMENT OF STUDENTS, 2018/2019

Areas to investigate	Risks/obstacles identified	Identified in	Link to grounds for discrimination	Action*	Time schedule	Body responsible
<b>Admission and recruitment</b>	Inaccessible information on the website	Equal Treatment Forum	Disability	Review website, start planning for an accessible website	Autumn Semester 2018- Spring Semester 2019	Marketing in collaboration with Disability Coordinator and Student Union
	Is the marketing designed for all groups?	Equal Treatment Forum	All grounds for discrimination	Investigate in dialogue with the Marketing Department whether JU's marketing strategy reaches out to broad groups	Autumn Semester 2018	Marketing in collaboration with Disability Coordinator and Student Union
<b>Types of instruction and organisation</b>	Accessibility in the classroom	Equal Treatment Forum; workshop at two of the companies	Disability	Conduct an accessibility inspection throughout the campus, including the premises of Jönköping University Enterprise in Gränna	Autumn Semester 2018	Campus Service in collaboration with Equal Treatment Coordinator and Disability Coordinator and also Student Union
	Lack of knowledge about different cultures – both among employees and students (cultural clashes, prejudices, jargon)	Equal Treatment Forum, Workshop at Jönköping University Enterprise	Primarily religion, ethnicity and gender. Other grounds may also be affected	Raise awareness about different cultures. Carry out information activities, training, activities etc., for employees, students and those active in the Student Union	Autumn Semester 2018- Spring Semester 2019	HR, Schools, Student Union

<b>Examinations and assessment of student performance</b>	Some teachers are not observing the recommendations for alternative examinations from the Disability Coordinator	Equal Treatment Forum; input from the Student Union	Disability	Each School to ensure, in consultation with the Disability Coordinator, that information about the importance of offering alternative examinations (where possible without deviating from the examination regulations contained in the course syllabus) is disseminated among teachers.	Autumn Semester 2018- Spring Semester 2019	Schools, Equal Treatment Coordinator and Disability Coordinator in cooperation with Student Union
<b>Study environment</b>	Ensure that activities organised by students do not conflict with JU's Equal Treatment Policy	Equal Treatment Forum; input from the Student Union	All grounds for discrimination	Review the contract between the University and the Student Union	Autumn Semester 2018- Spring Semester 2019	MD of University Services, Equal Treatment Coordinator in cooperation with Student Union
	Sexual harassment in conjunction with activities arranged by the Student Union, e.g. Akademien	Spectra Student Association	Sexual harassment	1. Produce posters for information purposes 2. Investigate the opportunity to support the formation of an Advocacy programme	Autumn Semester 2018	Equal Treatment Coordinator in cooperation with Spectra
	Reports from the Student Union are not reaching the Schools and there are hidden statistics	Equal Treatment Forum; input from Student Union	All grounds for discrimination	Ensure that there are procedures and that these are known to those active in the Student Union  Clarify the information on the website  Carry out training equal treatment activities for students and employees	Autumn Semester 2018- Spring Semester 2019	Equal Treatment Coordinator in cooperation with Student Union
	Lack of neutral study environments may result in harassment/sexual harassment as students are forced to sit in each other's rooms for group work	Jönköping University Enterprise: Pathways premises in Gränna	Harassment – all grounds. Sexual harassment	Review the premises and investigate opportunities to create neutral study environments	Autumn Semester 2018- Spring Semester 2019	Equal Treatment Coordinator in cooperation with Jönköping University Enterprise and Campus Service

<b>Reconcile studies and parenthood</b>	Certain activities, such as teaching during the evenings, timetables being changed at the last minute (unless due to sickness), examinations on Saturdays, make it difficult for parents to study	Equal Treatment Forum		Focus on scheduling teaching and examinations for working hours and on weekdays.  Avoid late changes to timetables that are not due to sickness or equivalent	Autumn Semester 2018- Spring Semester 2019	Schools
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**Actions are to be monitored and followed up by the Equal Treatment Forum**