



JÖNKÖPING UNIVERSITY

MINUTES President's decision

JU 2019/3325-14

9 September 2019

Present:

Mats Jackson, Vice President, Acting President

Lena Winald Möller, Rapporteur and Secretary

§ 824 Action Plan for the Equal Treatment of Students at Jönköping University, 2019/2020

Background

This Action Plan has been produced in accordance with the requirements and instructions contained in the Discrimination Act (2008:567). The Plan has been produced by the Equal Treatment Forum in a cooperation between the Schools and Jönköping University Enterprise (Non-Discrimination Representative), Student Health Care, the Discrimination Investigator, Equal Treatment Coordinators and the Student Union at JU.

Decision

The President decides

to

adopt the Action Plan for the Equal Treatment of Students at Jönköping University 2019/2020 in accordance with Appendix 1 and thereby replace the former Action Plan for the Equal Treatment of Students at Jönköping University 2018/2019 (JU 2018/3934-12), which ceases to apply as of this decision.

This decision was made following presentation by Lena Winald Möller. The Strategic Advisory Board for Education has commented on this document.

Minutes prepared by

Checked by

Lena Winald Möller

Mats Jackson

For information: Registrar, JU Executive Team, Chair of the Student Union, the Board of Education and Research Education at Jönköping University (NUF), the Strategic Advisory Board for Education, Susanna Anderstaf - Non-Discrimination Representative, Anna Blombäck, Gunnar Gunnarsson, Katarina Bolin, Rebecka Ottosson.
Lena Winald Möller, Katarina Wanselius, Ellen Klaesson Mases, Ann-Louise Jorikson

Dispatched:

**ACTION PLAN FOR THE EQUAL TREATMENT OF STUDENTS AT JÖNKÖPING UNIVERSITY 2019/2020**

Produced by the Equal Treatment Forum on 29 May 2019

Text marked in yellow continue from previous Action Plan.

Areas to investigate	Risks/obstacles identified	Identified in	Link to grounds for discrimination	Action*	Time schedule	Body responsible
Admission and recruitment	Inaccessible information on the website	Equal Treatment Forum	Disability	Review website, plan and implement an accessible website	To be completed Sept 2020	Communications department in cooperation with the Disability Coordinator, Equal Treatment Coordinator and the Student Union
	The marketing is not designed for all groups	Equal Treatment Forum	All	Review and ensure in conjunction with coming recruitment round	Autumn semester 2019	
Types of instruction and organisation	Risk of employees having insufficient knowledge of the grounds for discrimination and also their own attitude and conduct	Equal Treatment Forum	All	Training – to be highlighted in various contexts at the companies	Autumn semester 2019- spring semester 2020	Deans of the education schools in cooperation with Non-Discrimination Representative, HR and Equal Treatment Coordinator
	Not all teaching rooms are fully accessible	Equal Treatment Forum	Disability	Review and ensure that the equipment available functions and that teachers are using it. Acquire portable hearing loops which can be used when required.	Autumn semester 2019- spring semester 2020	Deans of the education schools in cooperation with Non-Discrimination Representative, Equal Treatment Coordinator in cooperation with the Disability Coordinator and Campus Services.
Examinations and assessment of student	Some teachers are not observing the recommendations for alternative examinations from the	Equal Treatment Forum, input from students	Disability	Each School to ensure, in consultation with the Disability Coordinator, that information about	Autumn semester 2019-	Deans of the education schools in cooperation with

performance	Disability Coordinator			the importance of offering alternative examinations (where possible without deviating from the examination regulations contained in the course syllabus) is disseminated among teachers.	spring semester 2020	Non-Discrimination Representative, Disability Coordinator, Equal Treatment Coordinator
Study environment	Ensure that activities organised by students do not conflict with JU's Equal Treatment Policy	Equal Treatment Forum	All	Review the contract between the University and the Student Union	To be completed no later than 30 June 2020	MD of University Services, Equal Treatment Coordinator in cooperation with the Student Union
	Risk of students with management functions having insufficient knowledge of the grounds for discrimination and also their own attitude and conduct	Equal Treatment Forum	All	Training for the JSU Board, mentors and interest organisations	Autumn semester 2019- spring semester 2020	Equal Treatment Coordinator in cooperation with the Student Union
	Risk of students being exposed to violation and harassment in conjunction with Kick Off	Equal Treatment Forum, input from students	All	Review the Student Union's Policy	Autumn semester 2019- spring semester 2020	Equal Treatment Coordinator in cooperation with the Student Union and the Introduction Group
	Risk of students not receiving sufficient information about discrimination, harassment and sexual harassment	Equal Treatment Forum, input from students	All	Look at and improve the information provided in conjunction with the introduction	Autumn semester 2019- spring semester 2020	Equal Treatment Coordinator in cooperation with the Student Union and the Introduction Group
Reconcile studies and parenthood	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	The legislator has not linked this to any of the grounds for discrimination but has still decided that it is an area that we should monitor	Focus on scheduling teaching and examinations for working hours and avoid weekdays Avoid late changes to timetables that are not due to sickness or equivalent	Autumn semester 2019- spring semester 2020	Deans of the education schools in cooperation with Non-Discrimination Representative

***Actions are to be monitored and followed up by the Equal Treatment Forum**