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This document is a translation of the Swedish original. In the event of any discrepancy between the translated document and the Swedish original, the original shall prevail.

Equal rights and opportunities policy

The policy aims to prevent and to combat discrimination, harassment and other forms of victimisation and to promote equal rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Equal rights and opportunities at Luleå University of Technology

The University's culture is based on respect, trust, transparency, and responsibility. These notions shall pervade the University activities and contribute to a creative work- and study environment that promotes knowledge development. Equal rights and opportunities at the University are about the University being an equal study- or workplace where diversity is promoted. The University shall be free of discrimination, harassment and other forms of victimisation. At the University, everyone - students and employees - shall be treated in relation to his or her unique circumstances and shall be met with respect and dignity, in order to promote that person's study and work opportunities.

Study and work shall be planned and organised in such a way that discrimination, harassment and other forms of victimisation are prevented. Problems at the study- or workplace shall be brought to attention, promptly handled, followed up and documented, with respect of the integrity of the person(s) involved.

Overall goals

The overall goals of the University are to combat discrimination, harassment and other forms of victimisation and in various ways to promote equal rights and opportunities regardless of

gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

To achieve these goals,

- the work on equal rights and opportunities at the University shall be systematic and focused, well established with both employees and students and also be an integral part of the day-to-day activities,
- there shall be established procedures for handling discrimination and harassment issues,
- action plans for active measures that promote equal rights and opportunities shall be drawn up and followed up within the context of the systematic work environment management.
- equal rights and opportunities shall always be considered in decision-making and in preparing various governing documents within the University, and
- both employees and students at the University shall know to whom they may turn for support or advice or to report a matter, in case of perceived discrimination, harassment or other forms of victimisation.

Each employee has a personal responsibility to prevent discrimination, harassment and other forms of victimisation and to support persons who feel exposed to such behaviours.