

Administrative system for complaints of discrimination by a student at the Chemistry Section

Translation of a document approved by the Department of Organic Chemistry 14-04-10

Harassment and victimization

Actions that affect an individual negatively, which could exclude the person from the department community or hamper their opportunities to carry out good work, can be harassment under the Discrimination Act or victimization / bullying.

Harassment is a conduct that violates a person's dignity and that is associated with any grounds for discrimination including gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Sexual harassment is an unwelcome conduct of a sexual nature that violates a person's dignity.

Recurring unacceptable or negative actions directed at a specific individual, which is not sexual in nature or related to a discriminatory ground, may be considered victimization / bullying.

It's the person who feels exposed to negative actions that determines what is offensive; nevertheless, that person must sometimes (?) make clear that the behavior is unwelcome, or that it is perceived as offensive.

If a representative of the university learns that a student feels that he/she is a victim of any of the above, the representative must make sure that the circumstances are investigated and measures are taken to ensure that those violations cease immediately.

What to do if you experience discrimination

If someone acts towards you in a way that you perceive as harassing, write down what happened, when it happened and where the incident took place. Then contact any employee who you trust. At the chemical demonstration laboratories (KÖL), we suggest to initially notify Carl-Johan Högberg (Education Coordinator). You can also contact your Lecturer, the Director of Studies of the Department or the Course Administrator. These are named below.

Remember that if you complain of harassment, the employee who becomes aware of this is obliged to report the matter to the Head of Department. The Head of the Department is in turn required to ensure that an investigation is started and to inform the University's equality coordinator.

If you wish to seek support or discuss what has happened before you decide whether you want an investigation to be made, begin by contacting the Student Union or Student Health Unit.

Investigation and follow-up

When a complaint is made of suspected harassment, individual conversations should be held with the different parties involved to clarify what has happened. This will be done by Carl-Johan Högberg (Education Coordinator) or the Director of Studies. The conversations must be documented in writing, preferably briefly in point form. The process must be treated confidentially and quickly. The Head of Department and the University's equality coordinator should be informed appropriately even in this first stage. The purpose of these individual discussions is to get the unwanted behavior to cease.

If after these conversations it would still be necessary to clarify whether discrimination has occurred, the University's equality coordinator should carry out an investigation of the circumstances. In the case that what has occurred is perceived as victimization, an investigation of the facts should be carried out at the Department.

Decisions on cases of discrimination are made by the vice-chancellor. The Head of Department shall follow up the matter by contacting the notifying party within a fixed and specified time, to ensure that the behavior has ceased. If this is not the case, the University's equality coordinator shall be contacted for further action.

If you feel you have been discriminated during your studies please contact any of the following persons:

- Carl-Johan Högberg - (education coordinator, KÖL)
- Paula Jokela - (administrator, KÖL)
- Roland Stenutz (director of studies, organic chemistry)
- Arnold Maliniak - (director of studies, MMK)
- Birgit Paulsson - (director of studies, MMK)
- Alexander Lyubartsev - (director of studies, MMK)
- Pia Harrysson (director of studies, DBB)
- Andreas Barth (director of studies, DBB)
- Roger Westerholm (director of studies, analytical chemistry)
- Anna-Lena Ström (director of studies, neurochemistry)

Student Affairs

University's Equality Coordinator (Christian Edling), email: jamlikhet@su.se, phone: 08-16 25 59

Support

Stockholm University Student Union - for contact details see www.sus.su.se. Student Health - for contact details see www.studenthalsanistockholm.se.