

Would you like to know more about gender equality?

In the following web-pages you will find more information related to gender equality issues, including information about the ongoing gender equality work at Lund University and related policy-documents, plans of action, as well as information about legislation and where to turn with gender equality related questions.

The Gender Equality Committee of the Department of Geology:

www.geol.lu.se/jamst.htm

Gender Equality at the Faculty of Science (in Swedish):

www.naturvetenskap.lu.se/o.o.i.s/2317

Gender Equality at Lund University (in Swedish):

www5.lu.se/pa-online/lika-villkor/jaemstaellldhet

Equal opportunities of students at Lund University:

www5.lu.se/pa-online/lika-villkor/likabehandling-av-studenter

Equality Ombudsman:

www.do.se

The Student Ombudsman of Lund University:

www.lus.lu.se/index.php/studentombudet-en

Contact information

You are very welcome to contact us at the Department, but we can also be reached via e-mail.

Mats Rundgren:

Mats.Rundgren@geol.lu.se

Elin Löfroth:

elinlofroth@gmail.com

Gender equality program of the Department of Geology

At the Department of Geology we work actively with gender equality issues. We consider equality between men and women as natural at our department. This leaflet gives information about our work on gender equality issues as well as about gender-related and sexual harassment.



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The Gender Equality Committee and our work

At the Department of Geology we have a committee composed of members representing the teachers, PhD students and graduate students, that work on gender equality issues. The main purpose of the committee is to follow-up and revise the Gender Equality Plan. Another important task is to increase the awareness of gender equality issues at the department.

Presently the Committee : Petra Bragée, (PhD student), Mats Eriksson (teacher/researcher), Elin Löfroth (student), Johan Olsson (PhD student) and Mats Rundgren (teacher/researcher).

New Discrimination Act

The gender equality work at the Department of Geology is based on the Discrimination Act. Earlier gender equality issues were regulated in the Equal Opportunities Act. From the 1st of January 2009 the Equal Opportunities Act will be replaced by the Discrimination Act which also regulates discrimination based on other grounds than gender.

Gender Equality Plan

The Gender Equality plan encompasses all employees at the Department of Geology and is revised and updated annually. The overall aim of the Gender Equality Plan is to ensure that the employees of the Department of Geology, regardless of gender, shall be treated equally with respect to working conditions, opportunities for advancement, salary and day-to-day treatment.

Equal treatment plan

The Equal treatment plan encompasses graduate and PhD students. The Faculty of Science is responsible for supplying an updated Equal treatment plan. The purpose of the plan is to promote the right of students to develop based on their personal prerequisites regardless of irrelevant consideration of gender, ethnic or social background, religion or other belief-systems, sexual orientation, and/or disabilities.

Gender related and sexual harassment

The Department of Geology strives at a work environment free of gender-related and sexual harassment. Both men and women can harass and be harassed. To harass somebody often means to consciously and deliberately expose somebody to continuous discomfort. Harassment need not, however, be carried out consciously. If the exposed individual feels affronted, then they have been harassed. It is therefore mainly the exposed individual who determines which actions should be taken. Harassment related to gender or sexual harassment shall immediately be acted upon and investigated. The Director of Department has the principal responsibility and shall act to ensure that no one, neither employee nor student, is exposed to gender-related or sexual harassment and that actions against these are taken and followed up. If You have experienced gender-related or sexual harassment you have the right to immediate help and support. You have to decide yourself what kind of support you need and who you want support from.

Harassments due to gender may include:

- that comments and actions are ignored
- to be frozen out
- to be rendered invisible
- to be mocked
- to be withheld information
- to be impeded in work, studies or research

Sexual harassment may include:

- comments containing sexual significance
- sexual jokes
- physical contact
- irrelevant comments concerning appearance and private life
- questions about, or demands for, sexual favours, often in exchange for rewards or under threat of reprisals

Where to turn for guidance and support

The following contacts can provide guidance and support. If you do not know where to turn you are very welcome to contact the Gender Equality Committee.

Remember that Företagshälsovård (046-222 32 80), Student Health (046-222 43 77) and Personalenheten (046-222 94 71) can provide help and support. Additional support can be found through: Student priests, the Student Ombudsman, The PhD student Ombudsman, The Doctoral Student Union at Lund University and TLTH, as well as staff associations (SACO, SEKO, TCO).