



## Anti-discrimination policy

### Purpose

The UF Uppsala Association of Foreign Affairs do not tolerate any acts of discrimination of any kind. In the UF bylaws §2.1 it is written that the association is leaning on the UN declaration on Human Rights as well as the European Council's convention on Human Rights. In bylaw §2.4 it is written that the association shall strive for equality and diversity. The purpose of this Policy is to clearly define what that means for the association in terms of discrimination and our strategies to prevent it.

### Discrimination

Discrimination means to treat a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of for example their skin colour, sex, sexuality, disability or age. An example of discrimination could be to not appoint someone a position because the person has a certain background or gender.

#### To discuss - the definition of discrimination?

<https://www.do.se/om-diskriminering/vad-ar-diskriminering/>

### Actions to prevent discrimination

To prevent all kinds of discrimination within the association we strive to:

- Use an inclusive communication both outwards and inward in the association
- Judge all applications for positions only based on their experience, competence and commitment, whilst working for having a diverse group with different experiences
- Always keep in mind how the board can discover, and act to prevent, reproductions on discriminatory structures.
- Keep an open dialog with members and listen to their experiences, for example how it is to be a minority in the association
- With active and concrete measure strive to diversify the association
- In the beginning of each operational year, choose one board member to be the discrimination contact person (DCP), who will be extra responsible for the anti-discrimination and that could serve as contact if something happens. It is the president's responsibility to ensure a person is appointed.



## Information about what to do as a victim of discrimination

If there occurs an incident of discrimination within the association or members(s) feel excluded for a discriminatory reason, it is important that UF finds out about it to be able to take measures. Not everyone feel safe to tell any board member and therefor UF should:

- Present in UFs channels who in the board is the DCP, what purpose the roll fills and how to contact that person in the beginning of each operational year.
- Create separate email addresses for this position.
- Have an anonymous channel through the website to contact the DCP
- The board should be informed about this policy in the beginning of each semester by the president and then informing the groups they are heads of.

## How to act in case of discrimination allegations

The DCP shall offer a meeting with the person that came with the allegations and ask if the person has any specific preference on actions that the board can take.

### If the discrimination is structural

If there is not a specific person who has done anything specific, the DCP shall, with consent from the person that brought forward the issue, inform the presidium and together discuss the best way to deal with the situation and make a plan.

### If the discrimination is personal

If specific member(s) have discriminated someone that violates the UF bylaws. There are several ways to go forward depending on how severe the case is. It is recommended that the one(s) accused of discrimination is informed about this in a way that protects the victims identity if that is desired. If the situation is not solvable with a conversation or warning and the violation is severe, it is possible for the board to exclude the misbehaving member from activities for a while or completely from the association according to bylaw §3.2.

#### To discuss:

- How to act? Do you agree? Should the personal one be more similar to de actions suggested in the Sexual Harassment-strategy?
- Should the DCP also be the SHCP?
- How to elect the DCP? Should the person be appointed in the beginning of the semester as suggested or is it a position that should be included in a specific roll, ex. the Vice President? Pros and cons with that?