



Sexual Harassment policy

UF Uppsala is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment. UF Uppsala will operate a zero tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimised for making such a complaint.

Definition of sexual harassment

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. Unwelcome actions including the following are examples of what can be sexual harassment but they are not exhaustive. that sexual harassment can include any conduct of a sexual nature which is unwanted and unwelcome by the recipient.

- Physical
 - Unwelcome physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching
 - Physical violence, including sexual assault
 - Physical contact, e.g. touching, pinching
- Verbal
 - Sexual comments, stories and jokes
 - Sexual advances
 - Repeated and unwanted social invitations for dates or physical intimacy
 - Spreading rumours or commenting on a person's sex life, sexuality, or appearance
 - Sending sexually explicit messages or insisting on socializing even though the person has said no.
- Non-verbal
 - Display of sexually explicit or suggestive material
 - Sexually-suggestive gestures
 - Whistling or leering

Anyone can be a victim of sexual harassment, regardless of their sex and of the sex of the harasser. UF Uppsala recognises that sexual harassment can be a manifestation of power relationships and occurs within unequal relationships. It is therefore important to understand the power relationships within UF Uppsala and take that into account in case of sexual harassment. All sexual harassment is prohibited whether it takes place in Office, during a weekly meeting, lecture, a trip or parties and events organized by UF Uppsala.

To discuss: Do you agree on the definition?



Preventative measures

In the beginning of each operation year the board should choose a board member that will be the sexual harassment contact person (SHCP) and inform members how to get in contact with the person.

The SHCP can bring cases to the board ex officio, without that a specific person asked them to do so. The board should be informed about this policy in the beginning of the operational year and the board members shall inform their groups about it every semester.

What to do in case of sexual harassment

Many of the examples of sexual harassment is a crime. If anyone in the board is informed that a crime has been committed they are to inform the subject of sexual harassment on how to report the case to the police, and encourage them to do so. If they do, the SHCP shall offer support throughout the process.

UF Uppsala recognises that the person who is subject to sexual harassment cannot always personally contact the alleged sexual harasser and solve the situation. The SHCP must take action after every case brought to their knowledge.

When the subject for sexual harassment contact the SHCP, the person should be offered a meeting between the two. At the meeting the person shall explain what has happened and be informed about possible procedures that can be taken and asked how they feel about that.

The SHCP shall also try and contact the one being accused, to hear their point of view of what happened and if necessary other witnesses. Based on the information the SHCP shall try and establish what has happened and present that to the presidium. Depending on the case following sanctions can be implemented:

- Excluded from participating in a certain group for a certain time
- Forbidden to participate in UF Uppsalas social events for a certain time
- Forbidden to participate in UF Uppsalas public events for a certain time
- Removal from a position in a group
- Excluded from the association in accordance to bylaw §3.2

The identity of the subject to sexual harassment as well as the details surrounding it shall not be shared with others if not absolutely essential, or in the subject has given their consent. The cases shall be documented by the SHCP but kept privately on their personal drive.

The SHCP then presents the case to the board without revealing the identity of the subject of sexual harassment (unless they have their consent). The SHCP can suggest a sanction but not vote whether to implement it. If someone in the board is biased that person shall not partake in the decision. The decision to implement a sanction can be taken according to bylaw § 3.2.

2020-04-30



Inspiration of structure, definitions and a plan of action was taken from The Sexual Harassment Policy of UPF Lund as well as the template provided by the International Labor Organization.

To discuss

Do you agree with the procedure?

Do you think that the DCP and SHCP should be the same person? Pros and cons?

Structure? Compare with Lund:

<http://upflund.se/wp-content/uploads/2017/03/Sexual-Harassment-Policy.pdf>