



Equal Treatment Policy

The Guild of Chemical Engineering and Biotechnology

The Student Union at Lund University, Faculty of Engineering

2015-11-18

Last edited at the Spring Guild Meeting the 16th of April 2019

Innehållsförteckning

§1 History	2
§2 Introduction	2
§3 Formulation	2
§4 Application	3
§4:1 Guild related activities	3
§4:2 Volunteers	3
§5 Actions	3

This document is a translation of the Swedish version. If there are conflicting meanings, the Swedish version is the correct one.

The first translation was made on the 13th of July 2023.

§1 History

This Policy was adopted on the Fall Guild Meeting 1 2015 and was last edited at the Spring Guild Meeting 2019.

§2 Introduction

People's equal value and the respect of the fundamental in the Human Rights and a prerequisite for democracy as well as social well-being. That's the reason of the relevance for equal treatment characterizes the activities at the Guild of Chemical Engineering and Biotechnology, it's committees, workforces and associations included.

§3 Formulation

The Guild of Chemical Engineering and Biotechnology does not allow, and actively work to prevent:

- *Discrimination and Special Treatment*; behaviors that disregard individuals or groups with respect to for instance age, sex, ethnicity, sexual orientation or sexual identity, conception of life, political opinion, physical or psychological disability, family situation, study resultats or socioeconomical background.
- *Harassment*; offensive actions against individuals or groups. An action is considered offensive if any person felt offended of it.
- *Suppression technique*; different methods of social manipulation in which a group ensures a position dominant in relation to others. These techniques include *to invisibilize, ridicule, withhold information, double punishment, infliction of guilt and shame, objectifying* as well as *threat of violence*.

§4 Application

§4:1 Guild related activities

The Guild shall strive to give each Guild member equal opportunity to attend in the Guild's activities, which shall be in variation to suit a wide set of individuals. Perspective of equal treatment shall be kept in mind by every Guild committee around the decision of activities' themes and its conveyance of attitudes.

§4:2 Volunteers

As volunteer one should be aware of which values and attitudes one is conveying, within the Guild as well as outside of it.

§5 Actions

At the volunteers- and pHadder-educations shall equal treatment and equality be discussed, and its relevance be emphasized.

The social situation on the Guild shall continuously be discussed and evaluated with purpose of enhancement.

To facilitate members to easily and safely be able to inform the Guild of abusive experiences shall there at the Guild's website be an anonymous contact form intended for these matters.

In case of a situation where a student has been abused, unfairly treated, or harassed the Equality Officers are responsible for appropriate actions are carried out. The actions can be, but not limited to, for instance, notify the Guild's Board, the Student Union or Studenthälsan so that necessary actions are carried out to prevent

similar situations in the future.

All equal treatment matters shall be treated
with respect and discretion.