



LUND
UNIVERSITY

Department of Physics

Translation of Swedish document

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Policy for Gender Equality, Diversity and Equal Opportunities for the Department of Physics, 2015/16

This document describes the activities that will be undertaken at the Department of Physics to ensure gender equality, diversity and equal opportunities. It is based on the policies and plans drawn up at higher levels, which also apply to the Department, namely:

1. *Lund University Policy for Gender Equality, Equal Opportunities and Diversity* (Reg. no. PE 2011/177), which was adopted on 8 August, and which applies until further notice. (Referred to below as the LU JLM policy.)
<http://www.staff.lu.se/sites/staff.lu.se/files/lund-university-policy-for-gender-equality-2011.pdf>
2. *Equal Opportunities Plan for Students at Lund University* (Reg. No. STYR 2014/159), which was adopted on 23 April 2015, and which applies until 31 December 2015.
<http://www.staff.lu.se/sites/staff.lu.se/files/equal-opportunities-plan-for-students-at-lund-university-2015.pdf>
3. *Faculty of Science Plan for Equality and Equal Opportunities 2015* (Reg. No. STYR 2014/1075), which was adopted on 15 December 2014, and which applies until 31 December 2015.
<http://www.naturvetenskap.lu.se/sites/naturvetenskap.lu.se/files/jamstalldhetetsplan.pdf> (In Swedish only)
4. *The Engineering Faculty's Plan for Gender Equality, Equal Opportunities and Diversity* (Reg. No. 2012-1679), which was adopted on 1 October 2012, and which applies until 31 December 2015.
http://www.lth.se/fileadmin/lth/omlth/jamstalldhet/Handlingsplan_foer_jaemstaellighet_likabehandling_och_maangfald_2012-2016__dnr_LTH_2012-1679_.pdf (In Swedish only)

The plan described below is based on the above documents, and applies during the period 2015-2016. It is divided into sections according to the LU JLM policy.

I. Discrimination

The Department of Physics has zero tolerance to any form of discrimination or harassment. This will be ensured by working actively to prevent any kind of discrimination at the Department. If such discrimination should, nevertheless, be

reported, the Department will deal with it decisively and according to the individual's legal rights.

Objective 1 The Department of Physics shall take active measures to prevent all forms of discrimination.

Discussion: In 2014, Lund University carried out the project *Prevention of Discrimination*, during which educational material was developed. The Equality Ombudsman (a national authority) also has material that can be used for this purpose (in Swedish). Lund University also offers the course, *See the Person*. There are thus numerous sources of educational material available.

Measures: Each division at the Department is to carry out at least one project with the aim of preventing discrimination and harassment during the period 2015–2016. The Department's Group for Gender Equality, Equal Opportunities and Diversity (the JOL Group) and the Departmental Management will help with suggestions and coordination of the projects. Projects may be coordinated by and repeated at several divisions.

Person(s) responsible: Heads of Division

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: Each division is expected to provide financial and human resources for the project.

Objective 2: Reports of discrimination shall be dealt with decisively and according to the individual's legal rights. In all cases, consideration is to be taken of the person who feels discriminated against.

Discussion: The Department of Physics and academia in general are no different from society as a whole, and there is thus a risk of the violation of dignity. When this happens, it is important that no blame is attached to the person affected or that they be made to feel like a victim. Attention should instead be focused on dealing with, and redressing, the situation.

Measures: The Departmental Management shall draw up and distribute guidelines for dealing with reports of discrimination.

This information shall be published on the JOL Group's website and shall be communicated to employees and students, for example, by posters on noticeboards.

Person(s) responsible: Head of Department and Directors of Studies

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: Any costs associated with this will be covered by the Department's Gender Equality, Diversity and Equal Opportunities funding.

2. Equal Opportunities

In this context, equal opportunities is defined as *equal opportunities for students*. This means that a broad range of measures are covered, which apply to all forms of discrimination. It is important that **no distinction** is made between measures applicable to students and to employees, as they are often the same.

Objective 1: The Department of Physics shall work actively to provide equal opportunities to all students through various kinds of information and participation in projects.

Objective 2: The Department of Physics will provide opportunities for all students and employees to improve their awareness of gender equality, especially in relation to physics.

Discussion: A number of projects on equal opportunities are already in progress at Lund University that would benefit from support at other levels. A large department such as the Department of Physics can set a good example. It is also important that high priority be given to information and training for lecturers on more inclusive teaching. This means, for example, that lecturers are aware of, and that students are given the opportunity to learn about, gender-conscious education and the gender perspective of physics.

Measure 1: The Department of Physics will offer the course "Gender in Science and Engineering" in 2015. Students and lecturers from the Department are invited to take part in this course.

Person(s) responsible: Directors of Study

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: The Faculty of Science provides some financial support for the course, the remainder will be financed from the teaching grant.

Measure 2: The Department of Physics actively supports the International Day Against Homophobia, Transphobia and Biphobia (IDAHOT) by spreading information on the programmes available at LU. A rainbow flag will be purchased and raised on 17 May.

Person(s) responsible: Head of Department

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: The cost of a rainbow flag will be borne by departmental funding for gender equality, diversity and equal opportunities. Information can be disseminated through normal channels.

Measure 3: Discussions on the continuation of the genus certification project at the Department. Identification of who will continue with the project, and in what ways.

Person(s) responsible: The JOL Group will discuss future activities with the group working on the pilot project.

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: The Departmental Management will decide how this project is to be financed.

Measure 4: All lecturers and others involved in teaching must be aware of the Students' List of Rights.

http://www.soclaw.lu.se/sites/soclaw.lu.se/files/rattighetslistan2013_0.pdf

This list is to be implemented, and a review will be started during 2015. Any shortcomings identified will be remedied by the Department.

Person(s) responsible: Directors of Study and the Head of Department with the aid of the Safety Representative

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: This will be financed within the framework of the teaching grant.

Measure 5: Obstacles in the study environment will be eliminated to ensure that all students have the same opportunities to carry out and complete their studies. During 2015 an inventory will be made at the Department to establish accessibility, which may, for example, result in modifications for wheelchairs, and the installation of equipment for those with hearing impairments. It is also important that the equipment available is used. Therefore, the Department will ensure that information is sent out regularly on the aids available for inclusive teaching.

Person(s) responsible: Directors of Study and Departmental Management

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: This will be financed within the framework of the teaching grant.

3. Recruitment, promotion, leadership, salaries and terms of employment

It is important to strive at all levels towards a balance between men and women in positions of leadership and in decision-making bodies. All employees will be given the opportunity to plan their career, and will be supported in establishing networks.

Objective: The Department of Physics will strive to attain an even balance between men and women in all positions of leadership and in all decision-making bodies. The Department will also work actively so that its employees have the opportunity for personal development and a meaningful career.

Discussion: It has been documented that there is bias in the selection of employees for positions of leadership, for promotion, and in appointments to positions. It is therefore important to raise awareness of this "implicit" bias in order to ensure a more balanced choice of employees for various posts.

Measure 1: The Department of Physics will take active measures to ensure that under-represented groups are appointed to positions of leadership.

Person responsible: Head of Department

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: No expenses are envisaged for this activity.

Measure 2: The Head of Department, or a person delegated by him or her, will conduct discussions with all employees to discuss the future development of the employee's career.

Person(s) responsible: Head of Department and Heads of Division

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing:

Measure 3: In the appointment of staff, the Department of Physics will apply the principle of gender equality, defined as 40/60 by Lund University, to improve equality among its employees.

Person(s) responsible: Head of Department and Heads of Division

Follow-up: A report is to be made at the end of the year, and submitted to the JOL Group. A summary will then be submitted by the JOL Group to the Department's Board.

Financing: