

Equal rights and opportunities

- your role as a teacher

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Equal rights and opportunities

“The University should be a work and study environment that utilises the resources that employees and students with different backgrounds, life situations and skills bring to the table. Employees and students should be treated equally and with respect, and not be faced with prejudice and stereotypes. A healthy work and study environment will provide opportunities to increase creativity and achieve good work and study results.

Discrimination, harassment and sexual harassment are unacceptable and must not occur at Stockholm University.”

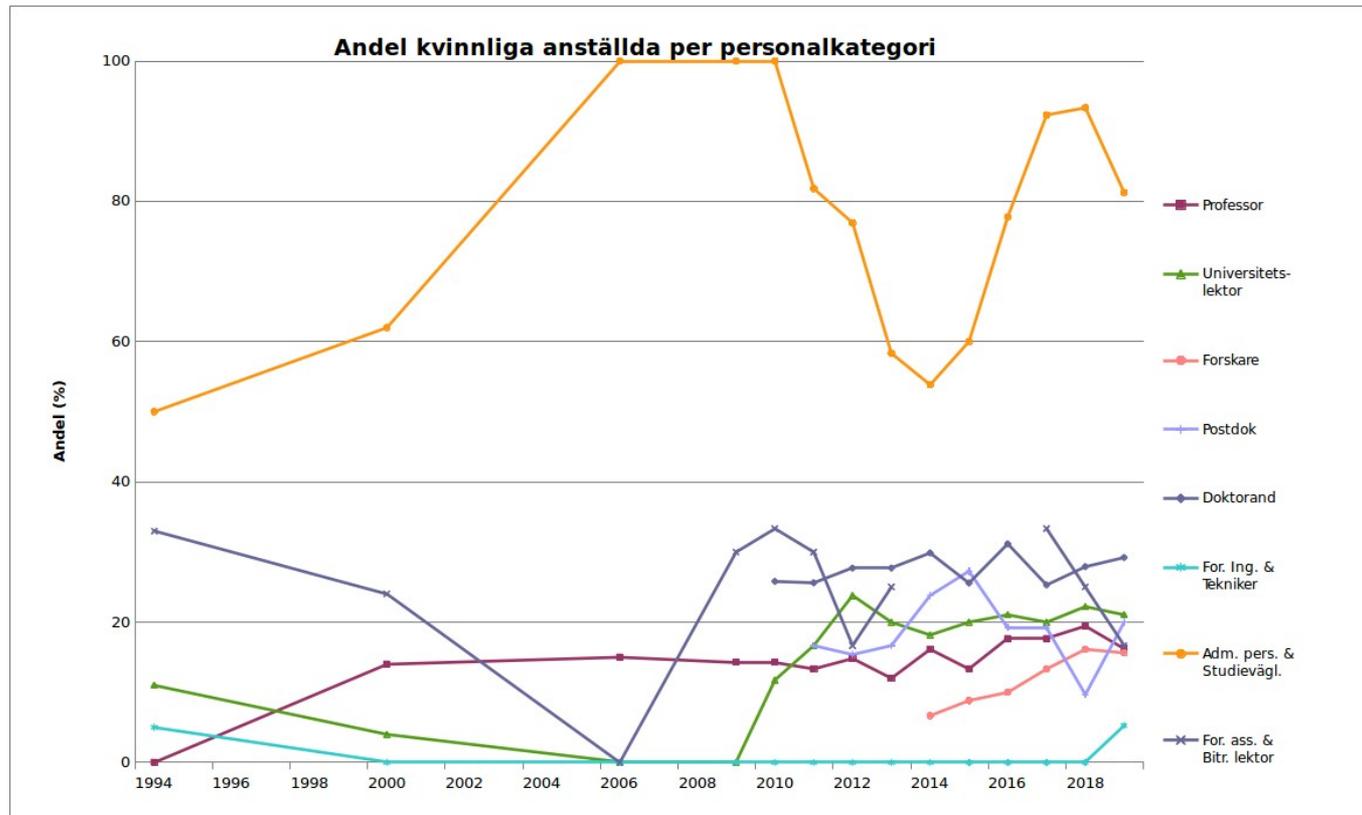
[Plan for Equal Rights and Opportunities, Stockholm University]



Equal rights and opportunities

- **Higher Education Act (1992:1434)**
 - The University is obligated to observe and promote equality between women and men at all times, as well as actively promote widening participation.
- **Discrimination Act (2008:567)**
 - The University is obligated to implement active measures to provide students and applicants with equal opportunities to higher education regardless of ethnicity, disability, gender, transgender identity or expression, religion or other belief, sexual orientation or age.
 - The University must aim to prevent discrimination, harassment and sexual harassment, and, upon learning that someone is believed to have been subjected to such an offence, investigate the circumstances surrounding the allegations.





- Recent statistics from the faculty on gender balance of newly hired assistant and associate professors.
- Mathematics+Physics departments (MND excluded):
 - Applicants 219k + 1220m = 1439 (15% w, 85% m)
 - Employed 12k + 51m = 63 (19% w, 81% m)
- Need to have more female applicants.

Equal rights and opportunities at Fysikum



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Equal rights and opportunities at the Department of Physics

The Department of Physics works actively to promote equal rights and opportunities in order to secure a good work environment for employees and students with different backgrounds and life situations.

The work on equal rights and opportunities is described in the document "Fysikums plan för lika villkor" [in Swedish] (adopted by the Department Board 2020-02-27).

[Fysikums plan för lika villkor 2020](#) (416 Kb) (pdf)

The Department has a plan of action in case of harassment (adopted 2005-12-15), that can be downloaded as a PDF file.

[Action plan in case of harassment](#) (pdf) (41 Kb)

The Equal Rights and Opportunities Committee

The committee supervises the work on equal rights and opportunities and updates department plan of action in this area. The mandate and the members of the committee can be found on the web page of the [Committe for Equal Rights and Opportunities](#).

Do you need help?

The University should be a working and learning environment free from discrimination and harassment. A victim of harassment has the right to immediate help. All employees at the Department that become aware of the existence of harassment must report it.

Contact the Departmental Equal Opportunities Representative Sara Strandberg (strandberg@fysik.su.se, office A4:1025) if you:

- have been subjected to harassment
- become aware of the existence of harassment
- have questions or thoughts that concern harassment

Further information

More information about the gender equality activity at Stockholm University can be found here:

- For students, about [equal treatment](#)
- For employees, about [Equal Treatment](#)

Departmental Equal Opportunities Representative

[Sara Strandberg](#)

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Stockholm University´s Coordinator for equal treatment of students

Visiting address:

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Coordinator:

Christian Edling

Telephone: +46 (0)8 16 25 59

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What do we do?

- Fysikum's **committee for equal opportunities** is overseeing the work. Chair is Jonas Larson (Jonas.Larson@fysik.su.se).
- Every year we update **Fysikum's equal opportunities plan** containing goals and action items. Fysikum also has a **plan of action** in the event of sexual harassment.
- All **teaching assistants are informed** about their roles in relation to the students.
- **The first year students are informed** about Fysikum's equal opportunities work, the policy concerning harassment and where they can turn to get help in case something happens.
- **The questionnaire on study environment and gender** is handed out to first year students during the spring semester.
- All new **course literature is evaluated** from an equality perspective.



What do we do?

- Last semester we informed the department about the importance of working actively against systemic racism.
- The equal opportunities committee is currently planning:
 - a survey to get an overview of experiences of racism and related concerns at Fysikum today.
 - an open zoom meeting for people to share their thoughts, ideas and concerns.
 - discussing the possibility of organizing mandatory annual unconscious bias and bystander training for all members of the department.

Group discussions

What do you do?

[note to Sara: show next page]

Presentation

https://www.dropbox.com/s/o66rocmcjidq461/assistantinfo_200917.pdf?dl=0

Breakout room 1: (1) and (2)

Breakout room 2: (3) and (4)

Breakout room 3: (5) and (6)

Breakout room 4: (7) and (8)



General guidelines

- As a government employee you are in a position of power with respect to a student. Your decisions will affect the student's future.
- Therefore you have a responsibility to act ethically correct, both towards individual students and to a group of students.
- You will likely find yourself in situations where you need to draw the line between your work life and your private life.
- There are rarely right or wrong answers, and interviews with teachers show that we all tend to act differently.
- But it is important to reflect on this and be aware of the dilemmas you might face.



General guidelines - Harassment

Includes e.g. ostracism, rumor spreading, bullying or sexual harassment.

- The university should be a working and learning environment **free from discrimination and harassment.**
- A victim of harassment has the **right to immediate help.**
- All **employees at Fysikum** that become aware of the existence of harassment at the department have to report to the equal opportunities representative, regardless of whether the victim wants to go ahead with a formal report or not.



- **The equal opportunities representative must**
 - **document** what happened and how the department has handled the issue. If the notifier wishes to remain anonymous, all concerned remain anonymous.
 - **inform** the victim about the process to make a formal complaint, as well as emphasize the institution's support.
 - **encourage** the victim to make a formal complaint.
 - (if the victim wishes to proceed with the complaint) **have conversations** with the accused, so that he/she has the chance to give his/her version of events.



General guidelines – relation to students

- Lärare bör endast delta i sådana aktiviteter där alla studenter har samma möjlighet att delta. Då läraren delger information till en student eller en grupp studenter, t ex i samband med en examination, bör man vara noga med att delge resten av klassen samma information. På samma vis bör läraren utan undantag ges lika stora möjligheter till studenter att påverka sina resultat.
- Om man i vissa sammanhang umgås med studenter privat, t ex är medlem i samma förening, bör man skilja på jobb och privatliv, d v s inte diskutera pågående kurs för ingående vid föreningens möten eller inte diskutera det gemensamma intresset när man är på skolan. Att t.ex. diskutera gemensamma fritidsintressen under pågående lektioner eller på raster kan ge andra studenter intrycket av att man favoriserar en viss student.
- Om man har en personlig relation till en student, bör man klargöra innan kursen börjar att man under kursens gång enbart är lärare, (och att studenten inte kan vänta sig några fördelar).



Additional resources

- Stockholm University's Plan for Equal Rights and Opportunities:
http://www.su.se/polopoly_fs/1.331236.1493889685!/menu/standard/file/SUPLRM%202017_english.pdf
- Fysikum's Plan for Equal Opportunities:
https://www.fysik.su.se/polopoly_fs/1.434893.1555077311!/menu/standard/file/Likavillkorplan2019.pdf
- Fysikum's action plan for sexual harassment:
https://www.fysik.su.se/polopoly_fs/1.363195.1559134911!/menu/standard/file/handlingsplan_2015.pdf
- Study from Lund University:
<https://lup.lub.lu.se/search/ws/files/6298026/1936442.pdf>



What would you do? (1)

- You are a teaching assistant in a lab course and after the lab a group of students stay to discuss the lab with you. It is Friday evening and they ask you if you want to join for a beer. What do you do?

What would you do? (2)

- You are a teaching assistant at a course. After one class a student comes and talks to you. The student tells you that he/she experiences sexual harassment from another student in the class. What do you do?

What would you do? (3)

- You are a teaching assistant in a course and you can't help noticing one student that you find very attractive. After one class the student sends you an email and asks you if you want to go to a movie with him/her. What do you answer?

What would you do? (4)

- You are running tutorials in a course where the students are supposed to solve problems in groups. When you walk around in the classroom you overhear some students who are “joking” and making “funny comments” about the solution proposed by another student in their group. What do you do?

What would you do? (5)

- You have just completed your teaching for the year. One of the students from the course you were teaching sends you an email and asks if you want to go to a movie with him/her? What do you answer?

What would you do? (6)

- You are a teaching assistant at a course. After one class a student comes and talks to you. The student tells you that he/she got an sms with a sexual invitation from the professor teaching the course. What do you do?

What would you do? (7)

- You are a teaching assistant at a course. The students are organizing a social get-together on Friday night for the entire class and invite you to attend. What do you do?

What would you do? (8)

- You are a teaching assistant at a course. During a coffee break you walk past a group of students and overhear them making negative comments about another (not-present) student in the class. What do you do?