



THE STUDENT ASSOCIATION

EQUALITY POLICY

The Student Association at the Stockholm School of Economics (SASSE)

“To SASSE it is of utmost importance that all members are treated equally and given the same opportunities. All members should feel welcome and are entitled to the same rights of respect and integrity.”

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It is of utmost importance to SASSE that all members are treated equally and given the same opportunities within the organisation. All members should feel welcome and are entitled to the same rights of respect and integrity. All functionaries and elected officials of SASSE should recognise that equality is a matter of power and influence, and that SASSE is responsible to protect the interests and integrity of their members.

1. GOALS

All elected officials and functionaries of SASSE shall aim to prevent all discrimination due to:

- a) gender, transgender identity or expression,
- b) ethnicity or nationality,
- c) religion or other beliefs,
- d) disability,
- e) sexual orientation,
- f) age,
- g) political convictions,
- h) socio-economic background,
- i) appearance and social status.

2. DEFINITION

SASSE's definition of equality is that every group or individual has the right to be treated equally and gain access to the same opportunities.

SASSE's definition of discrimination is when a particular group or individual are targeted, excluded, or treated differently in a negative or positive manner in comparison with the general population. The disadvantage or advantage should have a connection to at least one of the grounds listed in Section 1.

3. ONGOING WORK

The Equality Work of SASSE consists of two main functions:

- a) The Equality Group, and
- b) the Equality Forum.

Both functions exist to help SASSE reach the objectives stated in the Equality Plan.

4. EQUALITY REPRESENTATIVE AND EQUALITY GROUP

- a) The Equality Group is an independent body within SASSE, led by the Equality Representative. The work of the Equality Group is centred on three areas:
- b) Promoting the discussion of SASSE's activities from an equality perspective,
- c) Highlight potential problems with the aim of finding solutions, which should be communicated to the committee and project leaders
- d) Dealing with reported cases of discrimination, harassment and equality policy infringements within SASSE,
- e) Acting as the link between the members of SASSE and the SSE Equality and Diversity Manager, in questions regarding discrimination, equality and diversity,
- f) Working as the contact for SASSE Members who experience discrimination, harassment or infringements of the Equality Policy,
- g) Evaluate the recruitment regulations and improve recruitment practices within SASSE,
- h) Look into finding new ways to develop the organisation from a equality perspective, and spread awareness of SASSE's and SSE's work and documents related to equality.

5. EQUALITY FORUM

The Equality Forum is a forum within SASSE with the purpose to discuss equality issues in the organisation. More specifically, the purpose of the Forum is to:

1. maintain transparency in the actions taken by different parts of SASSE towards equality,
2. follow up on goals made,
3. and provide a forum for all students to discuss equality at SSE and SASSE.

The Equality Forum consists of:

- a) The Equality Representative (operational responsibility)
- b) The Equality Group (operational responsibility)
- c) Any SSE Students (right to attend)
- d) SSE Equality and Diversity Manager (right to attend)
- e) Committee and Independent Projects representatives (obliged to attend)
- f) SASSE Board Member (obliged to attend)

The Equality Forum meeting shall be held twice every year, one during spring and one during fall.

Invitation must be sent out 10 days prior to the Forum and posted through public announcement, on the SASSE website, as well as relevant official social media channels.

6. SASSE's AMBITION

It is SASSE's ambition that:

- a) all members are treated respectfully and as equals, and feel welcome in SASSE.
- b) all SSE students should be well informed about questions regarding equality and how SASSE works against discrimination,
- c) all activities and forums within the association will achieve an environment where equality and inclusion is a given,
- d) the gender distribution amongst the leading positions in SASSE is equal. Recruitment should aim to recruit from diverse groups when choosing between two otherwise equal candidates,
- e) all members are given equal opportunities within SASSE to participate and acquire different positions within the student body,
- f) no activity related to SASSE reproduces oppressing norms or stereotypes,
- g) all students who report discrimination will feel that they receive appropriate support and that their complaint is handled professionally, smoothly and promptly.

7. SASSE's POSITION

It is SASSE's position that:

- a) the contact information to the Equality Representative should be easily accessible for all students (who want or need it). All contact with the representatives is handled with confidentiality and everyone should have the possibility to contact them anonymously.
- b) SASSE's partners should not be perceivable as offensive from an equality perspective by SSE students or anyone else. If there is any doubt, potential partners must be investigated and approved by the Student Association Board.
- c) SASSE should support and collaborate with the SSE Equality and Diversity Manager
- d) the Student Association must have a zero tolerance against actions that can be seen as degrading, offensive or hurtful to other members from an equality perspective.

8. Equality work between SASSE & SSE

Beyond their work with SASSE, the Equality Group should work to urge SSE to ensure that:

- a) the conduct of education at SSE should incorporate SSE's equal treatment policies.
- b) the SSE Equality and Diversity Manager should be an established authority and initiate discussions about equality issues at SSE and support SASSE's work for increased equality.
- c) SSE should identify who, at the various level of the organization, are responsible for implementing SSE's equal treatment policies.
- d) all teachers at SSE should receive continuous education on equality issues.
- e) SSE should initiate discussions among teachers and course directors, concerning gender perspectives on teaching.
- f) SSE should work for an equal gender distribution among faculty.
- g) SSE should work for an equal gender distribution among guest lecturers.
- h) SSE's course evaluations should be compared with respect to gender to discover, clarify and rectify any discrepancies.
- i) all program directors should collaborate with SASSE through the Equality Representative on equality issues that concern the education at SSE.
- j) SSE should support SASSE's equality work by contributing to the activities of the Equality Group and/or the Equality Representative.

9. REPORTING

The Equality Group accepts reports on discrimination, harassment and policy infringements from all members of SASSE. Members should have the opportunity to make anonymous reports.

10. HANDLING OF ISSUES

Depending on whether the report on discrimination is related to SASSE or solely SSE, the issue will be handled differently:

If the issue is in regards to the activities of SASSE, the Equality Representative will investigate the incident together with the Disciplinary committee in accordance with the Disciplinary statute.

- a) If the issue is in regards to activities connecting to the school, the issue will be delegated to the SSE Equality and Diversity Manager and subsequently handed over to the President of SSE, who is legally obligated to investigate all reported incidents.