



THE STUDENT ASSOCIATION

POLICY AND ACTION PLAN AGAINST SEXUAL HARASSMENT

Approved by the Student Council 27/2/2018

1. SASSE Policy Statement

The Student Association at the Stockholm School of Economics (SASSE) is committed to providing a safe environment for all its members free from discrimination on any ground and from harassment including sexual harassment. SASSE has a zero tolerance policy for any form of sexual harassment meaning that all incidents will be treated seriously and allegations of sexual harassment will be investigated promptly. Any member found to have sexually harassed another person will face disciplinary action in accordance with SASSE's Disciplinary Statutes.

- The SASSE Board and the SASSE Council should cultivate a culture where victims of sexual harassment dare to speak up and where all allegations are taken seriously
- SASSE's work with preventing sexual harassment should be proactive

2. Scope and intent

This policy applies to all members of SASSE. Additionally, SASSE does not tolerate harassment by members or non-members in any form.

The intent of this policy is to deter conduct that is unwanted with regards to sexual harassment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making a complaint. SASSE may consider a member's conduct to be in violation of this Policy even if it falls short of unlawful harassment under Swedish law. With the victim's consent, SASSE will report harassments of a criminal nature to the police.

3. Definition of sexual harassment

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. Sexual harassment may include conduct that creates a disrespectful, hostile, degrading, or offensive environment for the recipient. Engaging in such conduct is a violation of this Policy.

Sexual harassment can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal. Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

Physical conduct

- Unwelcome physical contact
- Physical violence, including sexual assault
- The use of threats or rewards to solicit sexual favors

Verbal conduct

- Condescending or paternalistic remarks or comments
- Repeated and unwanted social invitations for dates or physical intimacy
- Insults based on the gender of the member

Non-verbal conduct

- Display of sexually explicit or suggestive material
- Sexually suggestive gestures

Anyone can be a victim of sexual harassment, regardless of their gender and of the gender of the harasser. What matters is that the sexual conduct is unwanted and unwelcome by the person against whom the conduct is directed.

All sexual harassment is prohibited whether it takes place on SASSE premises or at an external location during an event organized by SASSE, including social events, trips or conferences sponsored by SASSE.

4. Complaints procedures

Anyone who is subject to sexual harassment should, if possible, inform the alleged harasser that the conduct is unwanted and unwelcome as soon as possible after the incident has taken place. SASSE recognizes that sexual harassment may occur in unequal relationships and that it may not be possible for the victim to inform the alleged harasser.

If a victim cannot directly approach an alleged harasser, the victim can approach one of the designated contacts responsible for receiving complaints of sexual harassment. A designated contact may be a SASSE Board member, Council member, Equality Representative or a Project Leader of a SASSE project.

When a designated person receives a complaint of sexual harassment, this person should

- immediately record the dates, times and facts of the incident(s)
- ascertain the views of the victim as to what outcome is desired
- ensure that the victim understands SASSE's procedures for dealing with the complaint
- discuss and agree on the next steps: either informal or formal complaint, on the understanding that choosing to resolve the matter informally does not prevent the victim from pursuing a formal complaint if the victim is not satisfied with the outcome
- keep a confidential record of all discussions
- respect the victim's decisions
- ensure that the victim knows that they can lodge the complaint outside of SASSE through the Swedish legal framework or with SSE

5. Informal complaints mechanism

If the victim wishes to deal with the matter informally, the designated person will:

- give an opportunity to the alleged harasser to respond to the complaint
- ensure that the alleged harasser understands the complaints mechanism
- facilitate discussion between both parties to achieve an informal resolution which is acceptable to the complainant
- ensure that a confidential record is kept of what happens
- follow up after the outcome to ensure that the behavior has stopped

6. Formal complaints mechanism

If the victim wants to make a formal complaint or if the informal complaint mechanism has not led to a satisfactory outcome for the victim, the formal complaint mechanism should be used to resolve the matter. The designated person who initially received the complaint will refer the matter to the President of SASSE or the Chair of the Disciplinary Committee to instigate a formal investigation in cooperation with the Equality Representative.

Together with the Equality Representative, the SASSE President together with the SASSE Board, or the Chair of the Disciplinary Committee together with a workgroup of members of the Disciplinary Committee will:

- interview the victim and the alleged harasser separately
- interview other relevant third parties separately
- produce a report detailing the investigations, findings and any recommendations
- act in accordance with SASSE's Disciplinary Statutes when deciding on any type of sanction
- follow up to ensure that the recommendations are implemented, that the behavior has stopped and that the victim is satisfied with the outcome
- ensure that a confidential record is kept of what happens

7. Outside complaints mechanisms

A person who has been subject to sexual harassment can also make a complaint outside of SASSE. This can be done by contacting the SSE Equality and Diversity Manager or the President of SSE. Alternatively, if the victim does not want SSE or SASSE to investigate the incident, the Swedish police can at any point be contacted with the victim's consent.

8. Sanctions and disciplinary measures

Anyone who has been found to have sexually harassed another person under the terms of this Policy is liable to any of the sanctions stated in SASSE's Disciplinary Statutes. Sanctions range from a warning to suspension from SASSE. Depending on the severity of the incident, the harasser may be reported to SSE's own Disciplinary Committee for further investigation and sanctioning. The nature of the sanction will depend on the gravity and extent of the harassment. Suitable deterrent sanctions will be applied to ensure that incidents of sexual harassment are not treated as trivial.

9. Implementation of this policy

The SASSE Board will ensure that this policy is available to all members. It should be communicated during the introduction weeks at SSE and should always be available on the SASSE website. All project leaders and elected SASSE officials should be trained on the content of this Policy as part of their handover and be ready to act as the designated contact. All project leaders and elected SASSE officials must be ready to handle both informal and formal complaints in accordance with this Policy.

Contacts, SASSE

SASSE President – president@sasse.se

Chair of the Disciplinary Committee – chair@sasse.se

Equality Representative – jamo@sasse.se

Contact, SSE

Karol Vieker – karol.vieker@hhs.se

Contacts, External

Police – for urgent matters dial 112, otherwise 114 14

Stockholm Student Health Services – info@studenthalsanistockholm.se