

## The Organisation of Equality and Diversity Work at the University of Oulu

- › **The University management** promotes and monitors the realisation of the equality and diversity plan.
- › **The Equality and Diversity Committee** develops and provides information about equality and diversity matters, in addition to being primarily responsible for the development and monitoring of accessibility work related to equality.
- › **The three Faculty Equality and Diversity Workgroups** develop operating methods and structures that can be applied to equality and diversity work throughout the University. In addition to this, the workgroups also conduct accessibility work.
- › **The Student Union and the student societies** operating under it promote students' awareness of equality and diversity matters.
- › Equality and diversity matters are also related to the duties of the labour protection organisation and the student welfare workgroup, among others.

[www.oulu.fi/university/equality-and-diversity](http://www.oulu.fi/university/equality-and-diversity)  
[www.oyy.fi/equality](http://www.oyy.fi/equality)

## Equality and Diversity at the University of Oulu



## The promotion of equality and diversity is the collective responsibility of the entire university community and based on the Equality Act and the Non-discrimination Act.

The objective of the equality and diversity work carried out at the University of Oulu is to promote equal and non-discriminative treatment of the employees and the students and in addition, to prevent discrimination and to handle any flaws with the help of multi-channel and multi-directional communication. Diversity between the members of a community and gender equality have to be a key principle in all operations done at the University. These objectives steer the equality and diversity actions carried out in the faculties and units.

### The objectives of equality and diversity work are visible in all University operations.

- › An equal and diverse working environment.
- › Equality and diversity in research and researcher training.
- › Equality and diversity in studies and teaching.



Everyone has a duty to prevent bullying and harassment!



## Actions for years 2019–2021

- › I am educating myself on gender equality and non-discrimination matters.
- › I participate in events and communicate on zero tolerance towards harassment and bullying.
- › I take care on my behalf that all forms, releases, and information are available both in Finnish and in English.
- › I consider the gender diversity among the members of the university community and I will use the pronoun which they prefer.
- › I am avoiding biases in all my duties such as in recruitments and evaluations.
- › I am aware of and will support for gender untypical career choices.

## Events

- › Gender Equality Day morning coffees, 19<sup>th</sup> of March
- › National Gender Equality Days in September
- › Wellbeing week, week 41
- › “Take your child at work” day in November
- › Human Rights Day, 10<sup>th</sup> of December

## Award

Gender equality board awards a gender equality and diversity prize on the grounds of received nominations during the week of wellbeing.