

Faculty Board of Law

Equal Opportunities Plan for Students at the Faculty of Law, 2023-2025

Introduction

Pursuant to the Swedish Discrimination Act (2008:567), education providers are to work with active measures to promote equal rights and opportunities for students participating in or applying to the provider's activities, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

The Equal Opportunities Plan for Students at the Faculty of Law concerns first and second-cycle students. Doctoral students are considered to be staff in this context, regardless of whether or not they hold a doctoral studentship, and are therefore included in the systematic work on equal opportunities directed at faculty staff.

The Faculty of Law's systematic work on equal opportunities for students is based on the Equal Opportunities Plan for Lund University, 2022–2027 (STYR 2021/2323), risk assessments carried out in the organisation, and the follow-up of the Equal Opportunities Plan for Students at the Faculty of Law (Reg. no V2019/1129).

The University's Equal Opportunities Plan forms the basis of the faculty's work on gender equality and equal opportunities, and is put in action through concrete plans that are to be followed up annually, as part of the systematic anti-discrimination work.

This action plan uses the term SFAD, which is the Swedish abbreviation for systematic preventative work against discrimination. This term is used across Lund University to describe how the employer and the education provider handle these processes.

Pursuant to the Swedish Discrimination Act (2008:567), the phrase active measures refers to prevention and promotion measures that are to be carried out systematically in four steps, by

1. Investigating the existence of any risks of discrimination or reprisals or any other obstacles to individuals' equal rights and opportunities in the establishment in question.
2. Analysing the causes of any risk and obstacles discovered.
3. Taking the prevention and promotion measures that can reasonably be demanded, and
4. Monitoring and assessing the measures under points 1-3.

The four steps are to be documented and take place in collaboration with students.

The education provider is to carry out regular work on the four steps (investigate, analyse, take measures, follow up) within five areas:

- Admission and recruitment procedures,
- Teaching methods and organisation of education,
- Examinations and assessments of students' performance,
- Study environment, and
- Possibilities to reconcile studies with parenthood

The education provider is to carry out this work continuously.

For the period 2022-2027, Lund University intends to achieve the following goals according to the Equal Opportunities Plan:

Goal 1 – Recruitment processes and career paths are to be free from discrimination.

Goal 2 – The organisation is to have good knowledge and understanding of gender equality and equal opportunities.

Goal 3 – Anti-discrimination work (SFAD) is to be vigorous, and actively and systematically preventative.

Goal 4 – The handling of and preventative work against victimisation, harassment and sexual harassment are to be done professionally.

In order to map the risks for discrimination at the Faculty of Law, the following methods have been used:

- Implementation of the SFAD game

A risk assessment has been carried out using the answers gathered to the questions addressed during the game.

Risks have also been identified through other means, such as

- Results of the university-wide Tellus project as well as seminars at the Faculty of Law
- Self-evaluation report of the law degree and Master's programmes

Course evaluations may also be used where relevant as a support when investigating potential risks for students over the coming period covered by the Plan.

Admission and recruitment procedures

Goal

The Faculty of Law is to carry out comprehensive and purposeful work on diversity and to strive for widening participation of students.

Measures

- In its work on widening participation in relation to the law degree programme, the Faculty of Law has focused on the UJIK introductory course. The UJIK course is an introduction to law course. The course has guaranteed admission, which means that every student who applies to the

course and fulfils the general entry requirements will also be admitted. The UJIK course is a distance-learning course offered at 100% pace in the autumn semester and 50% pace in the spring semester. On conclusion of the course, 20 students with the best results on the final examination are offered a place on the law degree programme.

There are also student ambassadors who work in different ways to promote widening participation through specific activities aimed at young people, e.g. in connection with larger events such as Law Day or Lund University open days. It is therefore important to continue working to ensure that the UJIK course is maintained and that the student ambassadors are given the scope to continue their work.

Forms of teaching and organisation of education and study environment

Goal

The education and study environment at the Faculty of Law is to be characterised by acceptance and equal opportunities. Teaching staff are to strive to demonstrate a professional approach towards the students. There is also to be tolerance and acceptance between the students.

Furthermore, the faculty premises are to be accessible to students with a disability to the extent that they have complete access to teaching. Students with disabilities are to receive information on which relevant support resources are available.

The faculty has worked actively for several years to integrate gender equality and equal opportunities perspectives into our education. It is very important that this work continues.

Measures

- It is important to continue working in different ways on professional development within norm criticism and treatment of others for teaching staff and students, e.g. in the form of a lecture series for the faculty's teaching staff and students as well as training on treatment of others for students. Methods for preventing discrimination in lecture situations and norm-critical teaching can be presented in one or several seminars, for example.
- Information on teaching and learning in higher education training at Lund University is to be regularly communicated to the faculty teaching staff to ensure their professional development with the aim to achieve the aforementioned goals.
- Reflective exercises for students are to be conducted in semesters 1, 3 and 5.
- The Gender Equality and Equal Opportunities Committee is to develop their collaboration with Study Guidance and the Law Student Union (Juridiska föreningen) to achieve specialised knowledge of any potential risks and appropriate measures related to the study environment.

The current procedure is outlined below and is to continue to be used:

- No later than one week before the start of semester, new students with disabilities (that the faculty has been informed about) are to be invited to the Faculty of Law to learn about the premises and relevant resources available to them. The students are also to be informed of whom they can contact in case of problems once the semester has started.
- All material published on the digital study platform and the external website is to be made accessible.
- The faculty's teaching staff are encouraged to use varied teaching forms and different methods in their teaching.
- The faculty's teaching staff are encouraged to incorporate diversity in their examples and illustrations used in teaching and examinations.
- In courses where there is an internship component, students are to be given the opportunity to give feedback on their internship, e.g. through a course evaluation.

Examinations and assessments, as well as evaluations

Goal

Students are to be assessed equally.

Furthermore, students with disabilities are to be given access to learning support and other relevant support measures that can reasonably be demanded.

Measures

- Anonymised exams are used but they cannot be used on all occasions. The Gender Equality and Equal Opportunities Committee emphasises the importance of the continued use of anonymised exams whenever possible.
- With the support of regular course evaluations and course conferences, potentially erroneous assessments can be prevented, detected and rectified.
- Equal opportunities and risks for discrimination are to be mapped through the use of targeted questions in the course evaluations over one semester during the period of the Plan.
- It is important that information is available, e.g. there should be information on the faculty website on where students can turn concerning issues relating to examinations, assessments, re-takes and evaluations.

The current procedure is outlined below and is to continue to be used:

- When new students receive information about the introduction provided by Study Guidance, the students are also to be informed of how to proceed if they need learning support.

Possibilities to combine studies with parenthood

Goal

It is to be possible to combine parenthood with participation in studies at the faculty.

Measures

In order to more closely examine potential risks that may arise, it is proposed that a survey on parental experiences of being able to complete all components of a programme be carried out, for example.

Furthermore, it is important to highlight existing measures:

- Possibility for parents to change seminar groups.
- Distribution of timetables at least one month ahead of time.
- Aim for compulsory components to be scheduled between 08:00 and 16:00 on weekdays.

Procedures for managing harassment and discrimination

The Swedish Discrimination Act (2008:567) also states that education providers are to have guidelines and procedures in place for the organisation with the aim to prevent harassment and sexual harassment. The Faculty of Law clarifies these procedures in the document "Respect, tolerance and consideration". The brochure is available via the Educational Services office at the start of semester and is also available on the faculty website and at the reception desk.

The procedure states that the University is obliged to investigate the circumstances of reported harassment or victimisation and to take measures that can reasonably be demanded to prevent them from occurring in the future.

Goal

All students are to be aware of the procedures in place for the handling of victimisation and discrimination. This means that students are to know how to report a case and what steps are taken after that.

Measures

- An information initiative is to be prioritised over the course of 2023-2025:
 - Clear information about the procedures above is to be available on the faculty website.
 - The brochure "Respect, tolerance and consideration" is to be updated and distributed semester 1, 3 and 5.
 - The brochure is to be distributed widely at the faculty and the Law Student Union (Juridiska föreningen) and be available on the faculty website.