

Respect, tolerance and consideration

**GUIDANCE FOR REPORTING BULLYING, DISCRIMINATION, HARASSMENT
OR SEXUAL HARASSMENT**



Respect, tolerance and consideration

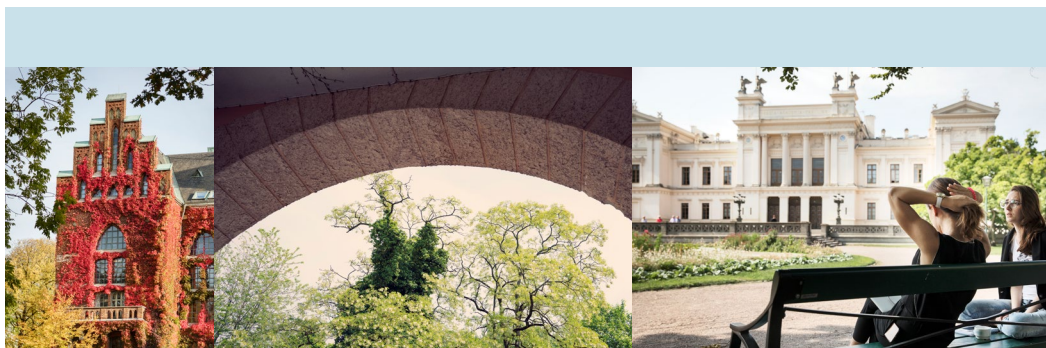
The Faculty of Law is a place where everyone should feel welcome and respected. There is a zero-tolerance policy towards bullying, harassment and sexual harassment, as well as reprisals against those who report shortcomings or irregularities (victimisation). A good learning environment requires that everyone studying at the Faculty shows respect and understanding.

The Faculty of Law is constantly striving to create an inclusive and open learning environment free from bullying and harassment through systematic work environment management and preventative work against discrimination. Part of that work is offering support to those who feel they have been subjected to bullying, harassment or sexual harassment.

If you are subjected to conduct that you feel constitutes bullying or harassment, you can report this and receive support.

How do I make a report?

Students report to the head of department in the first instance, who is responsible for the course or programme. It is also possible to make a report to the director of studies or study guidance service, or to the chair of the Faculty's Gender Equality and Equal Opportunities Committee. There are no requirements as to the form the reporting of an incident is to take. It can occur in a conversation, via email, on paper or, from 2024 onwards, via the digital incident reporting system (IA).



What happens after I report an incident?

If the abusive conduct you feel you have been subjected to has taken place in conjunction with educational activities and could constitute bullying, harassment or sexual harassment, the education provider is to start an investigation.

The purpose of the investigation is to establish what has happened and to gather sufficient information to enable the education provider to make a decision about measures to take to prevent similar incidents from happening again. Who handles the investigation depends on the circumstances, who was affected, and how complicated the case is. The investigator must not be someone who has any close personal connection to the individual who feels targeted or to the person being accused of the abusive conduct.

Reported incidents and investigations are to be registered in the document registration system. If access to material is requested, a confidentiality assessment is always undertaken.

If you would like to know more, visit [Lund University's website](#) (Unfortunately only available in Swedish)

Reporting incidents anonymously

Making an anonymous report of the conduct can give a sense of security, but it can be difficult for those responsible for the learning environment to take appropriate measures and give you the help you need. If the investigator in charge cannot talk to the parties concerned, it is difficult to obtain sufficient information and measures can be taken only at a general and preventive level. Nevertheless, reporting an incident anonymously is always possible.

Where to turn if you need support

As a student, you can contact the Student Health Centre for support, as well as the study guidance service or your student health and safety representative.

The University's Multifaith Chaplaincy offers support and gives comfort to all the University's staff members and students, regardless of faith or creed.

HOW IT WORKS WITHIN THE FACULTY

The local HSE Committee is a preparatory and advisory body that supports the Faculty Board in the planning, implementation and follow-up of systematic work environment management. The Gender Equality and Equal Opportunities Committee is a preparatory and advisory body that supports the Faculty Board and the dean in matters relating to the systematic preventative work against discrimination.

The two committees include both employee and student representatives.

ABOUT BULLYING

The term *bullying* is defined by the Swedish Work Environment Authority as: "Actions directed in an abusive manner at one or more employees that may lead to ill health or to exclusion from the workplace community." The regulation applies to employees, but the University must also ensure that students are provided with a good work environment and that they are not subjected to abusive conduct.

ABOUT HARASSMENT

The term *harassment* is defined in the Discrimination Act (2008:567) as: "Conduct that violates a person's dignity and that is associated with one of the grounds of discrimination sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age."

ABOUT SEXUAL HARASSMENT

The term *sexual harassment* is defined in the Discrimination Act (2008:567) as: "Conduct of a sexual nature that violates someone's dignity."