

SMÅLANDS NATION

Guidelines for Anti- Discrimination

EQUALITY AGENT



FOR SAFE DISCUSSION

GROUND RULES

1.

AWARENESS

Consider the fact that people have different perspectives on topics; 'Is this thing I'm going to say or do really suited now?'

2.

OPEN-MINDED & EMPATHY

Active listening and questioning are required /be considerate about the people's persecution and language/ Political disagreement do not take as personal; 'How does the person feel about it?'

3.

SIMPLE LANGUAGE

Use simple language to help everyone in the room understand what you are saying.

4.

RESPECT BACKGROUNDS

Be considerate of people's backgrounds and respect cultural norms and languages.

5.

INCLUSION

NO ONE SHOULD BE LEFT BEHIND.
Make sure every attendance feel comfortable to talk



Guidelines for anti-discrimination action of Smålands Nation

CONTENTS

	PAGE
Guidelines for anti-discrimination action of Smålands Nation	3
Contents	3
Foreword: What is this guide about?	3
Part 1. Clarification of some concepts	3
Part 2. Action plan	5
Situation 1. Smålands' events	5
→ Clubs	5
→ The Board and Equality Agents	6
→ Pubs, lectures, and other events	6
Situation 2. If the perpetrator is a member of Smålands	7
Situation 3. Incidents in the SNB facilities	8
4. Extra. Follow-up procedure by Equality Agents	8
Part 3. Collection of resources	9

Foreword: What is this guide about?

In its platform, Smålands Nation commits to “actively counteract oppression based on gender, ethnicity and sexual orientation within its own organization as well as the student world and society in general” (Smålands Nation Platform, 2014).

Therefore, the nation has undertaken to work for all its members' security and make Smålands a space free of discrimination and oppression.

The purpose of these guidelines is to define what actions and procedures can be taken to address violence or boundary-crossing situations within the framework of the Nation. The guidelines are responsive-oriented which means that they are not enough to guarantee the safety of people at Smålands as it is also necessary to perform preventive-oriented work. However, as discrimination is still happening in the Nation, we have a responsibility to respond to them. Having a clear strategy will allow the Nation to offer an effective oppositional response to discrimination.

Part 1. Clarification of some concepts

Aggression: any kind of violent act that includes a person (or group). An act is classified as violent when the victim feels attacked or endangered, physically, mentally and/or emotionally. Within the framework of aggression, it is worth it to mention what **sexual aggression is**. It will be defined as any action (verbal or physical) where someone is imposing their sexual will on a non-consenting person.

Awareness Team: a group of people who in Smålands's clubs are responsible for addressing any violent, discriminative, oppressive, or boundary-crossing situation that may occur. For more information consult the Motion on the reformulation of the Awareness Team.

Boundary crossing: taking an action that is perceived as unacceptable, inappropriate, or upsetting. People have different boundaries and it is very important that we respect them. When we face a possible boundary-crossing situation, we must seek the agreement of any people involved.

Discrimination: any situation when a person is treated unfavorably or unfairly, someone is violated or their human rights are not respected. The grounds for discrimination can be gender identity and/or expression, sexual orientation, ethnicity or origin, religion, disability, class, etc. Discrimination fuels (and is fueled by) the systems of oppression in our society: patriarchy, cis-hetero-normativity, white supremacy, and capitalism, for example.

Privileged aggression: When cases of discrimination and assault are discussed in any place belonging to Smålands Nation, any kind of aggression/annoyance, (verbal/emotional/physical) against the discussed topic, or persons involved, is defined as privileged aggression.

Gender-based violence: any type of harm that is inflicted on people because of their (perceived) sex, gender/gender identity, or sexual orientation. Gender-based violence affects women and non-binary people disproportionately.

Harassment: any behavior (physical, verbal, written, or otherwise) that is unwanted and may offend or humiliate an individual.

Safe space: a place that is deliberately made to be welcoming to oppressed people and that aims to be free of any type of discrimination, aggression, privileged aggression, violence, or conflict, in general. It is supposed to be a space that involves people who are not always able to feel comfortable in other spaces.

Part 2. Action plan

This next section describes the procedure to follow in different situations that can take place within Smålands. We intended to address every possible situation although new conflicts can always arise. In this case, we hope this tool offers good resources to be used by the Equality Agents or whoever else may be concerned.

Situation 1. Smålands' events

→ Clubs

The role of the Awareness Team is to handle any possible situation where someone has been harassed, assaulted, or discriminated against, due to another person's actions. The role of the Awareness Team is report-based, that is to say, it relies on someone reporting harassment, assault, or boundary-crossing situations. The Awareness Team is an on-call emergency contact for the Club and Pub responsible. In order for this to be made possible, the person who is on-call must be sober and nearby. If they want to, they can be in Expen for the duration of the Club. The Awareness Team must also receive proper training and tools to conduct their tasks. When the Awareness Team has been alerted of an incident the following steps will be followed:

1. Talk with the victim alone: sit with them in a private space. Understand what the situation has been. In this first step, it is advisable to keep in mind that maybe the victim is more comfortable talking with one person instead of two.
2. Ask the victim how they want to act: Do they want to act themselves? Do they want to act with our support? Do they want us to act for them?
 - a. In the event that the victim wants to address the matter themselves, it is advisable that the Awareness Team supervises to make sure a larger conflict does not arise.
 - b. In the event the victim wants to address the matter themselves but also wants to have the Awareness Team's support, the team will plan together with the victim the next steps and provide backing.

- c. In the event the victim wants us to address the matter, we will agree with them on the steps to follow and perform them.
3. Take action (whatever has been agreed on). If the offense we are addressing is very serious, the Awareness Team will ask that person to leave the facilities. In the possibility that the conflict escalates, it is recommended to tell the guards. No discussion of the situation with the guards is necessary.
4. Any incident should be followed-up by the Equality Agents (see section 4)

→ **The Board and Equality Agents**

If it is considered necessary by the Equality Agents, perpetrators, or groups of people involved in the incident that need to be banned/restricted from the Nation, de-escalating situations should be discussed among the Board and the Equality Agents, in order to create a safe space. These guidelines should be followed in such a discussion:

1. Equality Agents, if they deem it to be necessary, should protect the identity of people involved except those of perpetrators.
2. The Board must consider their privileged situation of authority, and consider their personal biases when discussing. If they are very close to perpetrators, they should refrain from decision-making.
3. All the information/details that are discussed under the point of Internal feminism and/or Internal racism at the Board Meeting should be kept confidential. The board should make sure that information about banned/restricted individuals is provided to the event responsible/guards to ensure a safe space for members.

→ **Pubs, lectures, and other events**

Hereafter will be presented a general course of action for non-alcoholic or low-alcohol events as they usually imply a lower risk of conflict.

1. On these occasions, there are no Awareness Team members on-call and if anything happens, the Pub/event Responsible will be notified of it (it can be directly or through one of the workers).
2. After the report/witnessing of a conflictive situation regarding people's boundaries and/or rights, the Pub/event Responsible will follow the same steps presented in the previous scenario. It is advised that two people take responsibility: if there is the possibility of an Equality Agent jumping in, this is preferable, if not, someone the Pub/event Responsible can point for the occasion.

- a. In the event that what happened is severe and it really poses a danger for the victim and the rest of the attendants, the perpetrator should be asked to leave. Because there are no guards in pubs, if the perpetrator refuses to leave or gets violent, the Pub/event responsible should try to isolate the perpetrator, call an emergency contact and make sure the victim is safe.
3. Inform the Equality Agents to follow up on the incident.

Situation 2. If the perpetrator is a member of Smålands

In the case the perpetrator is a member of the Smålands Nation, a special procedure should be followed as it will be decided if that person is allowed to continue being part of the organization. This is done by the Equality Agents in collaboration with the Board.

1. Meet with the victim(s). Understand what happened and listen carefully to their lived experiences.
2. Investigate the case: are there witnesses we can talk to? Is that an isolated event or there have been other complaints about that person?
3. Establish a course of action.
 - i. If the transgression is highly severe (e.g., if it involves physical violence, if it happened recurrently, or if the actions of the person concerned attempt the safety of Smålands) the person's membership will be revoked and their presence banned from all activities within the nation. This decision should be enforced by the Nation Meeting.
 - ii. If the Equality Agents see an improvement in behavior and a willingness to change/learn in the perpetrator, the Equality Agents can recommend what steps should follow. This should include:
 1. a number of future follow-up meetings with the perpetrator
 2. suggested actions to be taken by the perpetrator. These can include: attending the Rethinking Masculinity Group, seeking external help (in this case, Smålands can provide support with the Swedish Healthcare system but no further involvement will be expected), or attending internal feminist workshops, among other approaches.
4. Meet with the perpetrator to (1) explain the transgression and how it crosses Smålands' values and political vision and (2) lay out the course of action. Everyone involved in the procedure should agree to the plan suggested by the Equality Agents (it can also be discussed and adapted with the perpetrator as long as all the parties involved agree with the final strategy). If that is not the case, even if there is room for improvement, the perpetrator will be banned from the nation and all its activities.

Note: if the perpetrator has an active position, it is recommended that they do not continue performing that role in the nation. However, it is not a must and should be decided by the Equality Agents, with the support of the Nation Meeting

5. Write a small report for future Equality Agent's knowledge. This should include a description of the events and the actions taken as a consequence. It is important to remark if a person has been banned from the nation and whether they have been accepted back or not.

Situation 3. Incidents in the SNB facilities

In the event of a reported situation within SNB facilities (as in, the student corridors), the room for decisions and taking action from Smålands Nation is very limited. We recommend following the above-stated steps and suggesting a course of action to the SNB Board. However, it is important to note that the Nation does not have the authority to implement any measures regarding SNB facilities (such as eviction). However, revoking memberships and banning people from attending Smålands' activities is still in our jurisdiction.

Situation 4. Extra. Follow-up procedure by Equality Agents

Regarding incidents during Smålands' events, the Equality Agents have the responsibility to look into the matter afterward.

1. Meet again with the victim. Check if there are any actions they want to take. Take the chance to offer a healing space and make sure the person does not need further or external help.
2. If necessary, establish a course of action (see point 3 of situation 2).
3. Write a short report with a description of the events and of the actions taken.

Part 3. Collection of resources

In this last part, different resources are presented, especially to be used for the Equality Agents as support.

- Support and advice group in Lund for victims of gender-based violence: <https://kvinnojourenlund.se> They have emergency services and woman protection centers. They also have a group in Malmö.
- Information on Harassment from Lund University. <https://www.lunduniversity.lu.se/current-students/academic-matters-and-support/student-rights-and-guidelines/cheating-disruption-and-harassment/harassment-and-sexual-harassment> There are details on how to fill a report and actions to take. There is also information in case you want to seek professional help by the University services.
- Bureau of Antidiscrimination of North Skåne. <http://www.adbnorraskane.se> It does not actually work in Lund but they offer advice.
- Swedish Antidiscrimination Ombudsman. <https://www.do.se/choose-language/english> There is the possibility to submit a complaint and information on active measures one can take.
- Student Health Center. <https://www.lunduniversity.lu.se/current-students/healthcare/student-health-centre>
- Support online group for working on masculinity issues: <https://mensgroup.com>
- Swedish Police. <https://polisen.se/en/victims-of-crime/making-a-report/> Information on how to make a report.