

# **Equal Treatment Plan 2025**

## **Our Vision**

The adult education program at Sundbyberg Folk High School shall be a workplace for all students and staff that is free from violence, threats, discrimination, and other degrading treatment.

We aim to create a workplace that actively promotes a respectful and friendly climate where people's equal value and rights are upheld. We also strive to actively counteract harassment and oppression of individuals and groups.

As of January 1, 2017, the Discrimination Act was revised, requiring schools to work against discrimination based on all grounds of discrimination – gender, transgender identity or expression, ethnic origin, religion or belief, disability, sexual orientation, and age. The law also mandates that schools must have guidelines and procedures in place to prevent harassment and sexual harassment.

## **Discrimination and Degrading Treatment**

Discrimination occurs when a student is treated differently from others for reasons connected to one of the seven specified grounds of discrimination.

### **A) Grounds of Discrimination**

- Gender
- Transgender identity or expression
- Ethnic origin
- Religion or belief
- Disability
- Sexual orientation
- Age

Discrimination occurs when someone with power over another, such as the school principal or staff, acts in a way that disadvantages a student based on these grounds. When a student mistreats another person based on these grounds, it is classified as harassment.

### **B) Direct and Indirect Discrimination**

Direct discrimination occurs when someone is treated less favorably explicitly because of one of the discrimination grounds. Indirect discrimination occurs when seemingly neutral rules or procedures disadvantage someone based on one of the discrimination grounds.

## **C) Harassment**

Students cannot legally discriminate against each other. However, if a student offends the dignity of another (student or staff member) on the basis of a ground of discrimination, it is considered harassment. This includes mocking or demeaning generalizations.

## **D) Sexual Harassment**

Sexual harassment involves behavior of a sexual nature that offends someone's dignity, including unwanted invitations, innuendos, gestures, language, physical contact, looks, jokes, or compliments.

## **Degrading Treatment**

This refers to behavior that is not necessarily discrimination but still offends a student's dignity.

## **A) The Individual's Experience**

It is the affected student's perception that determines whether behavior is degrading. The behavior must be noticeable and clear. The perpetrator must understand that the behavior is experienced as degrading.

## **B) Forms of Degrading Treatment**

Degrading treatment can be carried out by one or more individuals and may be either overt or subtle. It includes offensive language, rumors, ridicule, physical abuse, vandalism, exclusion, and threats. It can also occur online, such as through social media.

## **Bullying**

Although not legally defined, bullying is explained by the Swedish National Agency for Education as repeated degrading treatment, harassment, or sexual harassment over time, as opposed to a one-time incident.

## **The Plan Applies To:**

Academic Year 2025

Evaluation deadline: January 31, 2026

## **Responsible Parties:**

*Equal Treatment Group*

## **Principal:**

Marc Harding

**Education Coordinator:**

Katarina Einald

[katarina.einald@sundbyberg.fhsk.se](mailto:katarina.einald@sundbyberg.fhsk.se)

**Counselor:**

Karin Hallgren

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### **Responsibilities of Teachers and Other School Staff:**

- Follow the school's Equal Treatment Plan and treat students and colleagues with respect.
- Ensure students understand the content of the plan.
- Inform the leadership if they become aware of discrimination or degrading treatment.

### **Responsibilities of Students:**

- Know the contents of the Equal Treatment Plan.
- Follow the plan and treat peers and staff with respect.
- Report any incidents of discrimination or degrading treatment.

### **Who Should I Talk To?**

If you feel discriminated against or degraded, speak to your teacher, the counselor Karin Hallgren, or the education coordinator Katarina Einald. It's important to inform the school so we can help resolve the issue.

### **Goals of the Equal Treatment Plan:**

- Create a safe conversational climate
- Promote equal rights
- Prevent degrading treatment and discrimination
- Increase students' awareness of equal treatment

### **Planned Measures for 2025 (based on January 2025 safety survey):**

- The Equal Treatment Plan will be posted on all Moodle pages.
- A brief information sheet will be created by February 28, 2025.
- The plan will be translated into the five most common school languages.
- It will be reviewed during new student introductions.
- Each course theme will include a text about equal treatment.
- The plan will be clear and easy to understand.
- Students will know who to talk to if they experience discrimination or degradation.
- Equal treatment will be a standing agenda item in class and student council meetings.
- A new anonymous safety survey will be conducted in December 2025.
- Results will be reviewed by both staff and students and guide future work.

### **Follow-up on Last Year's Work:**

In January 2025, 324 of 650 students (50%) responded to the school's safety survey.

- 97% feel safe at school and in class
- 98% say they haven't been discriminated against or degraded
- 3 students reported staff, and 5 students reported peers as sources of degradation

#### **Regarding the Equal Treatment Plan:**

- 73% received information
- 49% know where to find it
- 70% know whom to talk to about incidents

#### **Everyone at Sundbyberg Folk High School is responsible for the Equal Treatment Plan.**

Efforts will continue throughout 2025 and conclude by January 31, 2026. The Equal Treatment Group is responsible for evaluation.

#### **Checklist for Reporting Discrimination or Degrading Treatment:**

- Staff who learn of an incident must report it to the education coordinator.
- The coordinator investigates and determines actions.
- The investigation is documented in writing.
- After the investigation has been completed, the head of education reports back to the principal of the responsible authority.
- The education coordinator at Sundbyberg Folk High School reports back to the student.

**Contacts:**

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Education Coordinator:

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