



## Equal Treatment Plan 2024

### **Our Vision**

The adult education at Sundbybergs Folkhögskola aims to be a workplace for all students and staff that is free from violence, threats, discrimination, and other offensive treatment.

We aspire to create a workplace actively fostering a respectful and friendly atmosphere where the equal value and rights of individuals are upheld. Additionally, we actively work to counteract harassment and oppression of individuals and groups.

The Discrimination Act was revised on January 1, 2017, stating that schools must work against discrimination on all grounds, including gender, gender identity or expression, ethnic background, religion or other belief, disability, sexual orientation, and age. The new law also mandates guidelines and procedures to prevent harassment and sexual harassment.

### **Discrimination and Offensive Treatment**

Discrimination occurs when a student is treated differently than others based on any of the seven specified grounds. The grounds include gender, gender identity/expression, ethnic background, religion or other belief, disability, sexual orientation, and age.

#### A) Discrimination Grounds

- Gender
- Gender identity/expression
- Ethnic background
- Religion or other belief
- Disability
- Sexual orientation
- Age

The term "discrimination" is used when the person engaging in discrimination holds some form of power over the other, connected to any of the seven discrimination grounds. In the school context, it is the principal, school authorities, and/or school staff who can discriminate against a student. (When a student discriminates against someone in school, it is referred to as harassment. Read more in the Harassment section).

#### B) Direct and Indirect Discrimination



Direct discrimination refers to someone being disadvantaged by being treated worse than someone else, where the disadvantage is linked to any of the discrimination grounds. In some cases, discrimination can also occur by treating everyone equally, known as indirect discrimination. This means that someone is disadvantaged due to regulations or actions that appear neutral but, in practice, disadvantage a student based on any of the discrimination grounds.

### C) Harassment

Students cannot legally discriminate against each other. However, if a student violates someone's (another student's or school personnel's) dignity based on any of the discrimination grounds, it is called harassment. Harassment may involve expressions of ridicule or derogatory generalizations related to discrimination grounds.

### D) Sexual Harassment

Harassment can also be of a sexual nature, where someone violates another person's dignity, known as sexual harassment. This involves harassment with a sexual connotation, including unwelcome invitations and insinuations through language, physical approaches, intense stares, jokes, or compliments. Learn more about harassment and sexual harassment: [Discrimination Ombudsman](#).

## **Offensive Treatment**

Offensive treatment is behavior that, without being discrimination, violates a student's dignity.

### A) Individual Experience

Offensive treatment is unwanted behavior perceived as such by the person affected. It is the student who experiences offensive treatment that determines what is unwanted. For it to be considered offensive treatment according to the law, the violation must be noticeable and clear. The person causing the offense must also understand that the behavior is perceived as offensive. Those subjected to offensive treatment must be taken seriously, and respect must be shown for their individual experience of the offense.

### B) How Can Offensive Treatment Manifest?

Offensive treatment can be perpetrated by one or more individuals against one or more others. For example, a student may be subjected to offensive treatment by someone on staff or by several other students in the institution. Offenses can occur on isolated occasions or be systematic and recurring. They can be visible and tangible as well as hidden and subtle. Offensive treatment may include derogatory words, spreading rumors, ridicule, physical harm, or damage to belongings. Offenses may also consist of exclusion or threats. Offensive treatment often occurs on the internet, such as on social media through texts or images.



## **Bullying**

The term "bullying" is not defined in any legal text. However, it is explained, among other places, by the Swedish National Agency for Education (Skolverket). Bullying can be described as a student being subjected to offensive treatment, harassment, or sexual harassment on repeated occasions. The difference between bullying and offensive behavior is that offensive behavior can be a one-time occurrence, while bullying persists over time.

Read more about offensive treatment, bullying, and discrimination at [Skolverket](#).

## **Plan Applicable**

- School Year 2024
- Evaluation of the plan will take place by December 30, 2024

## **Responsible for the Plan: Equal Treatment Group**

### **Principal:**

Marc Harding

### **Director of Education:**

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

### **Counselor:**

Lotta Lindkvist – [lotta.lindkvist@sundbyberg.fhsk.se](mailto:lotta.lindkvist@sundbyberg.fhsk.se)

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

It is the responsibility of teachers and other school staff to:

- Follow the school's plan against discrimination and offensive treatment and treat students and colleagues with respect.
- Convey the content of the plan to their students in a way that ensures the students' understanding of the plan.
- Notify the responsible school leader when they become aware that discrimination and/or offensive treatment is occurring at the school.

## **Responsibilities of Students:**

It is the joint responsibility of all students to:

- Be aware of the content of the plan against discrimination and offensive treatment.
- Follow the plan and treat their classmates and school staff with respect.



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- Report to the school if they witness discrimination or offensive treatment at the school.

## **Whom Should I Talk To?**

If you, as a student, feel offended or discriminated against, talk to your teacher, counselor, or Director of Education, Katarina Einald. It is important that the school is informed about what has happened so that we can help through conversations and address any issues.

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

The goal of the Equal Treatment Plan and its various measures is to create a safe and open communication climate at the school. It aims to promote equal rights for all students, counteract offensive treatment and discrimination on all grounds, and increase our students' knowledge about equal treatment.

## **Measures from the School's Side in 2024 are Based on the Latest Survey in December 2023 Regarding School Safety.**

- The Equal Treatment Plan for 2024 should be available on all Moodle pages.
- A concise information sheet on Equal Treatment should be developed by January 31, 2024. This sheet should be present on all Moodle pages.
- An informational video on Equal Treatment should be produced by January 31, 2024. This video should be available on all Moodle pages.
- The Equal Treatment Plan should be translated into the seven major languages at the school.
- The Equal Treatment Plan should be reviewed during the introduction of all new students at the school.
- Teachers in different groups are responsible for including a section on the Equal Treatment Plan in each theme.
- The Equal Treatment Plan should be directed towards the school's students and should be clear and easy to understand.
- The Equal Treatment Plan should be so clear that as a student, you know who to contact if you feel offended or discriminated against.



- Equal Treatment issues are a mandatory point on the school's class and student councils.
- A new safety survey will be conducted in November 2024 to map and evaluate the equal treatment efforts. The survey will be anonymous.

The results of the safety survey will be reviewed and evaluated by the Equal Treatment Group, and the results will also be discussed with the students by the teacher. The survey results will form the basis for the school's continued work on equal treatment and values, and identify ongoing efforts.

- The 2024 safety survey will be conducted separately for day and evening students.

## **Follow-up and Evaluation of the Previous Year's Equal Treatment Work**

In December 2023, both day, evening, and Saturday students had the opportunity to respond to the school's annual safety survey. The results are presented here and have been analyzed, forming the basis for the active measures we plan to implement in 2024.

224 students responded to the survey out of a total of 430, resulting in a 52% response rate. Of the respondents, 58% were female, 40% were male, and 2% chose not to specify gender. Of the respondents, 44% were day students, 45% were evening students, and 8% were Saturday students.

When asked if students feel safe in school, 96% answered yes, 2% answered no, and 2% answered don't know.

Regarding feeling safe in classes, 96% responded yes, 2% responded no, and 2% responded don't know.

Concerning overall safety in the school, such as in corridors, the cafeteria, or during class, 98% feel safe, 1% do not, and 1% don't know.

Regarding experiencing harassment or discrimination during their education, 96% answered no, and 4% answered yes.

Regarding who caused the harassment, 6 individuals reported harassment by school staff, and one person reported harassment by another student.

The last three questions in the safety survey focus on the Equal Treatment Plan.



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- Have you received information about the Equal Treatment Plan?
- Do you know where to find the school's Equal Treatment Plan?
- Do you know who to talk to if you experience discrimination, harassment, or bullying?

73% of students responded that they have received information about the Equal Treatment Plan, 9% said they have not, and 13% responded don't know (5% did not answer).

52% of students responded that they do not know where to find the Equal Treatment Plan, and 44% know where to find it (4% did not answer).

On the last question, 63% of students responded that they know who to talk to if they experience discrimination or harassment, 32% said they do not know, and 5% chose not to answer.

## **Responsible Parties**

All of us working at Sundbybergs Folkhögskola are responsible for the Equal Treatment Plan. The evaluation will be carried out by the Equal Treatment Group. The efforts will take place continuously throughout 2024 and conclude by December 31, 2024.

## **Responsible for the Evaluation of the Survey:**

The Equal Treatment Group.

## **Checklist for Reporting Discrimination or Harassment:**

- School staff who become aware that a student believes they have been subjected to harassment, bullying, or sexual harassment in connection with the school's activities should report this to the responsible Director of Education.
- When the Director of Education becomes aware that a student believes they have been subjected to harassment in connection with the school's activities, they should investigate the case and determine necessary actions.
- The investigation is documented in writing.



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- After completing the investigation, the Director of Education provides feedback to the school's principal.
- The responsible Director of Education at Sundbybergs Folkhögskola provides feedback to the student.

**Principal:**

Marc Harding

[marc.harding@sundbyberg.fhsk.se](mailto:marc.harding@sundbyberg.fhsk.se)

**Director of Education:**

Katarina Einald

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