

Department of Pharmaceutical Biosciences

Action Plan for Equal Opportunities 2023-2025

This action plan for equal opportunities has been prepared by the department's equal opportunities group and approved by the department board on 12/12/2022.

The department's equal opportunities group consists of, according to the department's rules of procedure, the equal opportunities officer and 6 other members, where representation from as many staff categories as possible was sought. During the time period 2022-2024, the equal opportunities group consists of the following persons:

Hannah Olsson Dannfors, Equal opportunities officer and convener, course administrator
Johan Heldin, Researcher
Josefina Nordström, Lecturer
Henrik Lodén, Researcher
Sunithi Gunasekera, Researcher
Laurynas Mockeliunas, PhD student
Vacant, Student

During the autumn of 2022, there has unfortunately not been a student representative in the group. Updated information about which people are part of the group and who is the equal opportunities officer can be found on the department's website. The equal opportunities group can be reached by E-mail: likavillor@farmbio.uu.se

This action plan is based on the university's action plan for equal opportunities (UFV 2015/764) and Plan for gender equality integration (UFV 2020/343). In addition, the work is based on the Discrimination Act (SFS2008:567), which includes seven grounds for discrimination: gender, gender identity or gender expression, ethnic affiliation, religion or other belief, disability, sexual orientation and age. The focus of the action plan is on chapter 3 of the Discrimination Act:

"Chapter 3. Active measures

Introductory regulations

1 § Active measures are preventive and promotional work to counteract discrimination within an activity as well as work for equal rights and opportunities regardless of gender, gender identity or expression, ethnic affiliation, religion or other belief, disability, sexual orientation or age. Law (2016:828).

The work with active measures

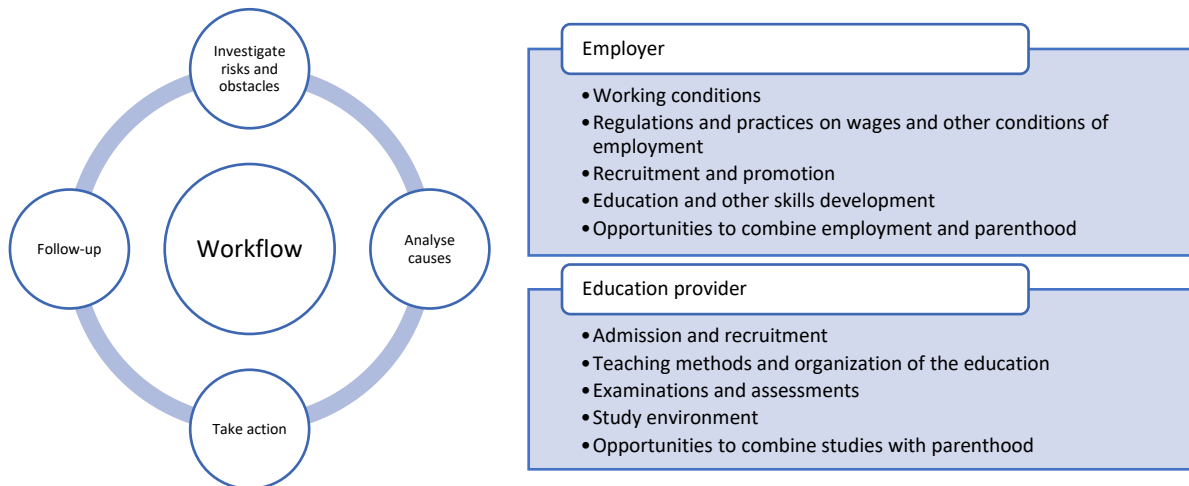
2 § The work with active measures involves carrying out preventive and promotional work by investigating whether there are risks of discrimination or reprisals in the work place. In addition, work involves identifying other obstacles to the equal rights and opportunities of individuals in the organization, analyzing the causes of discovered risks and obstacles, taking

the preventive and promotional measures that can reasonably be required, and follow up and evaluate the work according to 1-3. Law (2016:828).

3 § The work with active measures shall be carried out continuously.

Actions must be scheduled and implemented as soon as possible. Law (2016:828).”

The work is performed systematically in 4 steps and within 10 areas:



With this as a basis, the action plan aims to prevent and counter discrimination and promote equal rights and opportunities for everyone who works at the department. The head of department is responsible for handling and following up cases of discrimination and abuse. Anyone who experiences discrimination or abuse can contact the head of department or the equal opportunities officer directly.