



Centria University of Applied Sciences Ltd

Equality and Non-Discrimination Plan 2023-2024

Updated 16 December 2022, Occupational Safety and Health Manager Risto Puskala

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1 INTRODUCTION

At Centria University of Applied Sciences (later Centria), the aim of the Equality and Non-discrimination Plan set for our learning environment and work community is to:

- promote equality and prevent discrimination;
- ensure non-discriminatory HR management processes, practices and guidelines; and
- utilise reasonable adjustments to ensure equal participation.

Equality measures are designed to promote genuinely non-discriminatory practices throughout the UAS:

- in recruitment activities;
- when planning work duties;
- when deciding on student selection;
- when deciding on pay and benefits related to employment relationships;
- defining work- and job-related obligations; and developing the workplace community and personnel.

Universities of applied sciences are communities of experts that build on the skills and cooperation of their personnel and students and capitalise on the synergies between different fields of expertise. Characteristic to such an expert community is tolerant professional dialogue. Teaching, research, development, and innovation are based on the competencies of the personnel and an attitude of respect for the skills of others.

The objectives defined in our Strategy 2021-2024, the strategic action plans set for our core operations, and the personnel plan are complemented by our equality

and non-discrimination plan. A culture of equality and non-discrimination will be further developed through the implementation of this plan. The plan contains principles and measures that will be used at Centria to promote equality and non-discrimination in a goal-oriented and planned manner throughout our workplace and learning environments.

Promoting equality and non-discrimination is in the interest of the whole Centria community — for personnel and students alike. A diverse workforce is seen as an asset that contributes both to the development of the workplace culture within our community and the competencies of our personnel and students.

Centria aims to be an equal, diverse, cooperative, and developing workplace and educational community, where equality, equity, and accessibility are part of its policies and collaborative activities. Equality and non-discrimination must be a key principle in each aspect of our activities. This way, through its excellent HR policies and activities, Centria sets a good example for students on how to act in working life. An equal and non-discriminatory higher education community creates a positive image of an educational organisation in its area of operation.

The legal basis for the equality and non-discrimination plan is the Constitution of Finland, the Act on Equality between Women and Men, the Non-Discrimination Act, the Employment Contracts Act and the Occupational Safety and Health Act, as well as the Criminal Code of Finland. These standards require employers to take active measures to promote equality and

equal treatment and to eliminate discrimination and harassment.

The University of Applied Sciences Act and Regulation define the tasks of a university of applied sciences, as well as issues such as student admission and the right to study.

The Equality Act (Act on Equality between Women and Men 1329/2014) requires employers with more than 30 employees and education providers to draw up an equality plan, and the Non-Discrimination Act (1325/2014) to draw up a non-discrimination plan. Centria's plan meets the obligations imposed by these aforementioned laws.

The equality and non-discrimination plan defines the concepts of equality and non-discrimination as follows:

- Equality means that people have equal opportunities to learn, to develop in their work, and to be treated and rewarded without attitudinal or structural restrictions based on gender, age, nationality or any other personal factor. Equality between women and men includes all dimensions of equality.
- Non-discrimination refers to the right to equal treatment and guarantees the equal realisation of fundamental and human rights. The Non-Discrimination Act prohibits any form of discrimination, harassment, denial of reasonable accommodations, instructions or orders to discriminate against someone, as well as any retaliation.
- Diversity is the difference between people on the basis of age, gender, disability, health, ethnic origin, nationality (including citizenship), language, religion, belief, and sexual orientation. People's education, experience, skills, work habits, personality, and values are also determinants of diversity.

2 EQUALITY

The Act on Equality between Women and Men obliges employers to prevent gender-based discrimination and to promote equality between women and men in a systematic and target-ed way, and to improve the position of women, especially in working life. An employer with 30 or more employees must include measures to promote equality in the annual personnel and training plan, the occupational safety and health programme, or in a separate equality plan.

2.1 An equal workplace community

As an employer, the University of Applied Sciences does not tolerate inappropriate treatment of others. The UAS has an occupational safety and health programme and ethical principles, and their implementation is monitored by the Occupational Safety and Health Committee. Equality is in everyone's interest and an essential part of workplace democracy, which gives impetus to lowering existing hierarchies and working in communities, teams, and groups. Fostering tolerance, a range of opinions, and respectful dialogue is an asset at Centria.

The employer must ensure that employees are not subjected to sexual harassment or inappropriate behaviour. Anyone who observes harassment should intervene and report it to their supervisor. It is always the supervisor's responsibility, once informed, to intervene in cases of harassment in the workplace.

Objective and measures

Building a workplace culture in which no one is subjected to bullying, sexual harassment, or inappropriate behaviour. The Occupational Safety and Health Committee monitors the activities and immediately reports any deviations to Centria's senior management.

2.1.1 Recruitment of personnel

Human resources planning contributes to the development of a gender-equal personnel structure throughout the UAS organisation. The aim of the interaction between result areas and functions is to ensure a diverse range of skills in the workplace community and equal opportunities for people to apply for different positions at the UAS. This also enables gender-equal career rotation and job transfers that allow people to develop their own competencies. Personnel training supports the development of competencies and expertise. The attitude and support of your supervisor is key to developing your expertise.

When possible, personnel recruitment will promote a gender-balanced application process and eventual placement in any available posts. Expressions and rhetoric that may be considered as being aimed at one gender only shall not be used in the recruitment processes. Successful candidates shall be those who are suitable for the post and who best meet the competence, training, and professional qualifications requirements

set for the post in question. As a measure to promote equality in personnel selection, preference will be given, wherever possible, to the selection of a minority gender representative if the candidates are equal in terms of skills, qualifications, and suitability. In connection with personnel selection, systematic attention shall be paid to gender proportionality in managerial and executive positions. When filling the posts, the aim is for members of the interview panel to represent more than one gender.

The grounds for dismissal prohibited by the Employment Contracts Act also apply and are considered discrimination in recruitment or selection for a position of employment or training. Nor can a post be filled for a fixed term on these grounds.

Objective and measures

Personnel and personnel groups are gender balanced. Representative of minority genders are encouraged to apply for jobs where there is a clear gender majority.

2.1.2 Leadership as a promoter of gender equality

As equality is a natural part of management, the promotion of equality is reflected in Centria's operating culture and practices. The senior management of the UAS (Board of Directors, CEO-rector) and the management team are committed to promoting equality.

The CEO-rector, other management and immediate supervisors play a key role in implementing HR policy and developing the workplace community, as well as influencing the workplace atmosphere and attitudes. Open dialogue ensures a good working environment and a good atmosphere in the workplace. A good working atmosphere is created through jointly agreed rules and equal and respectful behaviour.

With a good leadership culture, the competencies of the personnel are used equally to achieve good results. Immediate supervisors are tasked with ensuring that everyone in the workplace is guaranteed safe, healthy, and equal working conditions and that everyone has equal opportunities for workplace inductions, training, career rotation, cooperative planning, preparation, and participation in decision-making. Supervisors are responsible for managing the workload in the workplace community so that it is evenly distributed among the people working there. It is a supervisor's responsibility to tackle discrimination, sexual harassment, and inappropriate behaviour in the workplace. Centria values knowledge and expertise. Personnel can participate and contribute to the development of their work and expertise.

They can also influence their own work and that of the workplace community through regular development discussions. Full-time employees draw up their annual

working time plans and discuss them with their supervisor to promote a fair division of labour in the workplace.

In the future, with an ageing, diverse workforce, a tightening economy, and potential labour shortages, the importance of leadership will become even more important.

Objective and measures

An operating culture that values all the members of a higher education community is conducive to an equal workplace community.

Managers and supervisors ensure that equality and non-discrimination are implemented in staff policy through practical action and by the examples they set. The organisation must have valid human resources policy guidelines.

2.1.3 Further education for personnel

Further education and training for personnel ensures the emergence and development of the professional competencies needed for the tasks required by Centria. Education and development plans are designed to support the systematic promotion of equality and non-discrimination.

Education is seen as a means of personnel development, which is also geared towards future work tasks and career advancement. A key educational objective is to develop the expertise and competencies required by the job and agreed with the supervisor. Regular in-service and further education of personnel is provided through internal and bought-in training, as required by their duties.

Centria also encourages all its personnel to undertake voluntary training. The design and organisation of education and training takes into account people's different needs and access to training, for example because of the nature of their jobs and family commitments. Temporary or substitute arrangements must not be an obstacle to accessing training.

For people returning from family leave or other long periods of leave, induction and, if necessary, training will be provided in line with the early intervention and support model.

Objective and measures

Centria is ready and able to innovate. Further education and training is available to all employees on an equal basis. Each employee's training and development needs are agreed in annual development discussions, and resources are provided for self-development.

2.1.4 Terms and conditions of employment

As an employer, Centria contributes to ensuring that employment contracts and terms and conditions are conducive to equality and non-discrimination. The terms and conditions of employment of employees of the University of Applied Sciences are governed by the general collective agreement for the private teaching sector of the Finnish Education Employers (FEE) Local agreements aim to eliminate negative effects on the promotion of equality and non-discrimination.

The principle of equal pay, provided under the Gender Equality Act, is the key to achieving equality. The same pay is paid for the same work and for essential parts of the work with the same content. The salary paid to a person depends on the training, experience, competencies, and job requirements of the post in question. In addition, a person may be paid a personal or task-related supplement linked to their specific competencies, additional training, or specific duties.

Pay systems will be developed to promote gender equality and non-discrimination, so that pay is determined on the basis of the demands of the job, the professional skills demonstrated, and the performance and results achieved. The criteria for employees' pay are broken down to show pay for the job, competencies, experience, and the results achieved. Pay criteria must not be discriminatory on grounds of gender. Incentive pay policies are applied equally across all activities.

The HR manager monitors salaries and the salary structure in cooperation with employee representatives. This promotes equal pay for equal work or work of equal value. When making pay decisions, people on maternity, parental, childcare or other leave must be treated equally with those at work.

Objective and measures

The same pay is paid for the same work and for essential parts of the work with the same content. The HR manager monitors salaries and the salary structure in cooperation with employee representatives.

2.1.5 Reconciling work and private life

As working life becomes more flexible, attention must also be paid to the impact of working arrangements on equality and non-discrimination. Appropriate working time arrangements contribute to operational efficiency and personnel wellbeing.

Female dominance increases the use of family policy rights. The principles of the Employment Contracts Act are complied with in the development of substitute or temporary employment arrangements. Personnel planning will also take into account the increasing use of family leave by male employees.

Special attention is paid to the working conditions of pregnant workers and the employer must also ensure the safety of pregnant workers and protect them from accidents and health hazards. A pregnant person must not do any work that poses a risk to the health of the foetus or the mother. The demands of pregnancy shall also be taken into account in the organisation of working time.

Regarding accommodations for work-life balance, members of the workplace community live in different life situations, which also pose challenges to working life. Moreover, taking into account the needs of the personnel in the allocation of working time improves their ability to reconcile work and private life. Flexible arrangements for annual leave and working holidays also make it easier to reconcile work and private life.

Objective and measures

Making it easier to reconcile work and private life. Allowing for different types of leave and flexible working hours in accordance with the employees' personal circumstances. The employer shall take action as soon as it is informed of a situation. The supervisor and the employee shall work together to find the best possible solution. If necessary, the occupational safety and health or human resources process can be used in these discussions. According to the Government Decree, an employee must also inform the employer or the occupational health care service of their pregnancy if they are exposed to a risk related to foetal or maternal health at work.

2.1.6 Occupational safety and health

Centria's Board of Directors has approved the Occupational Safety and Health programme for 2022-2023. The programme focuses on mental health and health and safety at work, the prevention of psychosocial stress and work-related fatigue, and prohibits all forms of workplace harassment. The occupational safety and health programme promotes non-discrimination and gender equality.

Working conditions will be developed in such a way as to ensure that equality and non-discrimination are fully respected. It is important for the mental and physical wellbeing of personnel that they feel they are treated fairly and equally. Working and temporary/substitution arrangements shall be in place to ensure that personnel absences do not lead to an increase in workload. Working and social facilities, work equipment, possible work wear, and other equipment shall be arranged in such a way that they do not constitute an obstacle to the realisation of non-discrimination and gender equality.

Particular attention is paid to working conditions that affect the health of the worker.

Supervisors must ensure that employees are not subjected to sexual harassment or inappropriate behaviour. When an employer becomes aware of sexual harassment, the employer must intervene as the person responsible for managing the work.

Objective and measures

Effective line management and active and regular occupational safety and health activities ensure a good physical and psychosocial working environment, as well as a culture that promotes occupational safety and health. The Occupational Safety and Health Committee monitors the implementation of the occupational safety and health programme. To implement the equality and non-discrimination plan, the Committee defines an action plan and monitors its implementation.

2.2. A fair and equal working and learning environment

As a workplace and a learning community, Centria does not tolerate inappropriate treatment, gender discrimination, harassment or bullying. Fostering tolerance, a range of opinions, and respectful dialogue in a multicultural environment is an asset at Centria. The UAS has adopted a set of ethical principles that require every member of the community to act.

Each employee and student is responsible for their own health, safety, wellbeing at work, and an atmosphere of equality in the workplace. In addition to personal wellbeing at one's place of study and/or work, caring is collegial.

Objective and measures

Building a workplace and learning community where no one is subjected to inappropriate behaviour, bullying, sexual harassment, or mistreatment. The state of the workplace and learning environment is assessed on the basis of a personnel survey, a student wellbeing survey, and an annual evaluation of occupational safety and health activities.

2.2.1 Student selection

The UAS aims to have an even gender balance of students. However, there are differences in the gender distribution between fields of study. Breaking stereotypes and traditional role perceptions requires long-term and determined work, as well as advocacy at all levels of education.

Objective and measures

Motivating persons of different genders to apply for student recruitment. Family leave is taken into account in the planning and duration of studies.

2.2.2 Teaching

The principle of equality and non-discrimination is a pervasive principle in all education. Equal educational opportunities, flexible individual learning pathways, and high quality teaching will be ensured for students in different fields of study. The teacher's responsibility is emphasised in the planning of teaching. Feedback from students (teaching, PSP discussions) is taken into account when planning courses and training.

Objective and measures

Ensuring equality and non-discrimination in all educational activities, so that teaching and other arrangements are suitable for all students. Academic performance is assessed equally and equitably. The implementation of these measures is monitored annually by the Teaching Steering Group. The Student Union also collects information on the implementation of equality and non-discrimination at Centria.

2.2.3 RDI and service activities

RDI and service activities will encourage the application of knowledge and services to new areas, also transcending traditionally male and female dominated perspectives. Projects funded by external sources often also require an assessment of how the gender perspective is taken into account in the project.

Objective and measures

Motivating members of the higher education community, regardless of sector, and promoting diversity in project activities.



3 NON-DISCRIMINATION

The aim of the Non-Discrimination Act is to promote equality and prevent discrimination and to enhance the legal protection of those who have been discriminated against. The law applies to almost all public and private activities. The duty to promote equality applies not only to public authorities but also to education and training providers and the educational establishments they run, as well as to employers. The purpose of the non-discrimination obligations and measures is to ensure that the procedures used in workplaces, for example, in recruitment, division of tasks, training, pay, employment and employment relationships, are genuinely non-discriminatory.

Education providers must assess the implementation of non-discrimination in their activities and take the necessary measures to promote non-discrimination. Promotional measures must be effective, appropriate and proportionate, taking into account the context, resources and other circumstances.

The law prohibits direct and indirect discrimination, harassment, denial of reasonable accommodation, instructions or orders to discriminate and retaliation. No one shall be discriminated against on grounds of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activities, family relationships, health, disability, sexual orientation, on or any other personal ground. Discrimination is prohibited regardless of whether it is based on a fact or assumption about the person or someone else.

Discrimination is not:

- positive action to promote equality or to prevent or eliminate disadvantages linked to discrimination;

- differential treatment if it is based on law, has an acceptable aim, and the means of achieving that aim are proportionate; and
- selection that is part of recruitment for employment and internships, if it is based on genuine and determining requirements concerning the quality of the work and its performance and is proportionate to the legitimate aim pursued.

A company or community must make reasonable accommodations to enable a person with a disability to have equal access to the goods and services provided by the company, to be selected for a job, and to advance in their career.

3.1 Age

Age discrimination is discrimination arising from prejudicial attitudes or discriminatory practices related to age. Age discrimination can take the form of discriminatory perceptions, feelings or practices in different interaction situations or community structures.

Age discrimination is mostly targeted at young and older people. People of different ages have different skills, knowledge, and experience, and these can be used in many different ways.

The Centria community includes students, staff, and partners of all ages. Daytime study programmes are often attended by young people as degree students, while blended or multi-modal programmes may involve

people who have been in employment for a long time. The age range of employees is even wider. Employees range from young trainees to those who have already reached retirement age.

Objective and measures

Diversity of age and experience is seen as an asset at Centria. Transferral of tacit knowledge and competencies from experienced employees to those who are less experienced. The knowledge and expertise of young people and new graduates are put to good use in the workplace. The employer's decisions on employment relationships and pay shall not be based on age.

3.2 Origin, nationality (including citizenship), language

Internationalisation is a natural part of the activities of companies in the Centria region. Centria also offers several courses taught in English. Consequently, Centria embraces internationalism throughout our education, research, and all forms of cooperation. Our students, personnel, and partners from different ethnic backgrounds, nationalities, and mother tongues also enrich our environment.

In an international environment, people come from different cultures in which the accepted ways of working may differ. Moreover, in today's society there are still prejudices between people from different cultures. The lack of a common language can also lead to misunderstandings in interactions. Varying levels of language proficiency may make it more difficult to get a job or traineeship.

Objective and measures

Centria shall treat people as equals, regardless of their ethnic background, nationality, or mother tongue. The aim is for all members of the higher education community to be able to work in English. Centria will translate core guidelines and materials into English. Similarly, the most important joint events shall be translated or interpreted into English. Efforts will be made to increase language and cultural training for Centria personnel, as well as exchange periods abroad.

An atmosphere in which people understand and tolerate the cultures of Finland and other countries shall be created. The adequate provision of Finnish and English language teaching shall be ensured. Centria has set a target of 15% international employees by 2025. We aim to support the integration of all international personnel.

3.3 Religion, belief, and opinion

Beliefs and opinions may be ethical, social or religious in nature. Discrimination cannot be based on a person's religion, belief, opinion, political or trade union activities. Under the Employment Contracts Act, people also have the right to belong to an association and the right to participate in the activities of such an association, as well as the freedom not to belong to such an association. From the viewpoint of working life, a significant part of the freedom of association is the right of professional association, which safeguards the right of individuals to organise themselves in order to pursue economic and social interests. People's different lifestyles, choices, values, and opinions must be respected.

Objective and measures

Everyone in the workplace and learning environment shall be treated equally, regardless of their religion, belief or opinion. The workplace and learning environment shall operate in accordance to its rules, and private matters are personal choices.

3.4 Family ties

In Finnish society, family ties can be grouped into marriage, cohabitation or registered partnership. People also live in single-person households. Some households have minor children and some have other dependants. Discrimination based on parenthood, family responsibilities, and pregnancy is prohibited under the Equality Act.

Objective and measures

Family ties and the financial situation of the person concerned are not a criterion for recruiting an employee, assigning a job, or selecting a student. Making it easier to reconcile work and private life. Allowing for different types of leave and flexible working hours in accordance with the employees' personal circumstances. Questions are not asked in relation to a person's private matters as part of personnel recruitment or student selections. Employees are treated equally in terms of job responsibilities, regardless of their family situation.

3.5 Disability, reduced working capacity, and special needs due to a developmental disability

The UN Convention on the Rights of Persons with Disabilities defines persons with disabilities as persons with long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers,

can prevent their full and effective participation in society on an equal basis with others. The UN Convention on the Rights of Persons with Disabilities strengthens the rights of persons with disabilities.

A person with a disability may need support measures to cope at work. Being disabled does not necessarily mean having a reduced capacity for work. A person with a reduced working capacity is someone who commands part of their working capacity and has the desire to use this capacity.

Equality for people with disabilities in student selection and equal opportunities for all to study and learn must be ensured.

A person may also need special support due to developmental disability such as autism spectrum syndrome or attention deficit or hyperactivity disorders (e.g. Asperger's, ADD, ADHD).

Discrimination on the grounds of disability, ability to work or need for special assistance due to developmental disabilities is prohibited, provided that reasonable adjustments in the workplace or learning environment and related arrangements are made in such a way that promote the equal participation of disabled persons, persons with reduced working capacity, and persons with special needs due to developmental disabilities. The Non-Discrimination Act also allows measures aimed at achieving de facto equality/equality of outcome, i.e., positive action.

Reasonable adjustments to work or study may include, for example, working time arrangements, work/study place arrangements, assistive technology or equipment, assistants, and ensuring impartiality and accessibility.

Objective and measures

Facilities, materials, teaching, and working methods are impartial and accessible. Impartiality and accessibility will be taken into account when renovating and building premises and facilities (stairs, lifts, doors, toilets, lighting, choice of materials etc.). In addition to premises and facilities, different working methods shall be taken into account for employees, such as the use of electronic systems for meetings, remote/teleworking, and working time arrangements. Such arrangements shall involve consultation with the employee and, where necessary, the involvement of occupational health care services.

Teaching methods shall be evaluated and support arranged where necessary. Accessibility shall be taken into account in the student selection process during the selection test stage. Centria University of Applied Sciences has prepared an accessibility guide for studying and student selection. The accessibility guide will be updated in 2021.

3.6 Sexual orientation

People must not be discriminated against on the basis of their sexuality. People's own understanding of their sexuality should be respected and not defined in terms of another person's behaviour or appearance, for example. A person does not have to tell others about personal matters that have no effect on their studies or work.

Objective and measures

Sexual orientation does not affect personnel recruitment or student selection. When making a selection decision, the decision-maker may not be aware of matters relating to the privacy of the subject of said selection (e.g., their sexual orientation). Private matters are not public.

3.7 Other personal grounds

A person's private matter (e.g., their choice of place of residence) is not a ground for recruitment or selection of students. However, in the workplace and learning community, everyone is expected to participate in events required by the workplace and place of education.

Other personal factors may include, for example, a person's legal and/or social status, wealth or participation in association activities.

Objective and measures

Matters relating to employee and student privacy are not a concern for the higher education community.

4 ACTION IN CASES OF DISCRIMINATION AND HARASSMENT

All those working and studying at Centria, as well as other actors, are responsible for ensuring that members of the community, regardless of their personal characteristics, can study and work equally and without discrimination. In the first instance, a person who is experiencing discrimination or harassment or who identifies such situations in the community should intervene by talking to the people concerned. If discrimination or harassment continues, one or more of the following persons should be contacted:

- If a student identifies or feels that they are being discriminated against or harassed because of a personal issue, they can contact the teacher responsible for their student group or their student counsellor. You can also contact the Student Union of Centria University of Applied Sciences (COPSA).
- If an employee identifies or feels that they are being discriminated against or harassed because of a personal matter, they can contact their immediate superior, the occupational safety and health representative, or their shop steward. If necessary, occupational health care can be included in this discussion.

Reports of discrimination and harassment of employees are dealt with by Centria's Occupational Safety and Health Committee. The matter shall then be referred to the competent body on the basis of the deliberations and considerations of the Committee. The Occupational Safety and Health Committee shall request a report on the resolution of any situations to which it is referred.

Incidents of discrimination and harassment experienced by students are dealt with confidentially with the student, either with a student counsellor, tutor or student union representative, depending on who the student has contacted. If necessary, the person experiencing harassment or discrimination will be referred for help and, with their consent, the matter may also be discussed with other parties concerned. If necessary and with the student's consent, the matter can also be discussed with the Centria's leadership. In spring 2023, an annex to this equality and non-discrimination plan will be drawn up to clarify the operational process, guidelines, and responsibilities in cases of harassment and discrimination.

Compliance with the Non-Discrimination Act is monitored by the Ombudsman for Equality, the Non-Discrimination and Equality Board, and the employment protection authorities.



5 SUMMARY

Equality means that people have equal opportunities to learn, to develop in their work, and to be treated and rewarded without attitudinal or structural restrictions based on gender, age, nationality or any other personal factor. Equality between women and men includes all dimensions of equality.

Equality means the right to equal treatment and guarantees the equal realisation of fundamental and human rights. The Non-Discrimination Act prohibits any form of discrimination, harassment, denial of reasonable accommodations, instructions or orders to discriminate against someone, as well as any retaliation.

In a workplace, all qualified jobseekers have equal opportunities to be selected, to receive adequate induction training, fair pay and working conditions, and equal opportunities for career progression and access to training.

In the learning community, every student has equal and non-discriminatory opportunities to gain admission through the application system and, subsequently, to complete their studies and graduate from a university of applied sciences with a bachelor's or master's degree.

6 APPROVAL, ENTRY INTO FORCE, AND MONITORING OF THE PLAN

The CEO shall approve the equality and non-discrimination plan by decision. The updated plan will be discussed by the Occupational Safety and Health Committee prior to this approval.

The administrative and financial manager, the HR manager, the occupational safety and health manager, and the occupational safety and health representatives shall monitor the implementation of this plan and take action where necessary.

The role of the student union in monitoring the implementation of the equality and non-discrimination plan is important.

For RDI activities, project funders require a statement in their reports on the implementation of gender equality in the project(s) in question.

The Rector, other management and related personnel must monitor and contribute to the comprehensive implementation of the equality and non-discrimination plan throughout the higher education community. If

discrimination or harassment is detected, action must be taken immediately.

Discussion of the Equality and Equal Opportunities Plan 2022-2023:

Occupational Safety and Health Committee 13/10/2022 and 16/12/2022

The Equality and Non-Discrimination Plan is submitted to the Centria Board of Directors and the student union board for information.

This Equality and Non-Discrimination plan will enter into force on 01/01/2023 and will be up-dated at the latest on 31/12/2024. Updating the Equality and Non-Discrimination plan is the responsibility of the occupational safety and health manager.

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