What color is a skin toned bandaid?

What is actually normal?!

Why do we talk about sports and sports for disabled? Nurses and male nurses? Norms affect how we act and express ourselves and how we treat others. A norm-critical perspective is important to visualize ideas about what is considered normal or deviant.

Equal opportunities at Umeå University

Equal opportunities is the term Umeå University uses to describe efforts to promote equal rights, responsibilities and opportunities regardless of gender, ethnicity, religion or other belief, disability, sexual orientation, gender identity or gender expression or age.
How can you contribute to level the playing field?

At Umeå University, we have a zero tolerance policy regarding discrimination, harassment or other mistreatment of students, employees, partners and visitors. Both staff and students have a responsibility in the everyday encounters with colleagues, teachers and students to treat others with respect. The goal is for everyone to feel welcome and included.

Consider, for example, how can I help others to feel included? Is there something in my behavior that creates an exclusive work environment? How do I talk to and about the people in my study environment? How is the jargon and the atmosphere among the participants in our course group? Are there racist or sexist jokes? Are there planned activities that may be difficult to participate in if you are restricted to a wheelchair? Are there songs or games at social activities that might be offensive and which convey a prejudiced view of groups of people, such as women or homosexuals?

Want to know more?
On the following pages you can read more about Umeå University’s work on equal opportunities and about ways you can respond if you encounter harassment or other mistreatment.

For students;
http://www.student.umu.se/english/during-your-studies/

Contact; Agnes Lundgren and Jeanette Lövqvist, Office for Human Resources,
http://www.personal.umu.se/english/