Action plan
against offensive discrimination, harassment and discrimination
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>2</td>
</tr>
<tr>
<td>Overall objectives</td>
<td>2</td>
</tr>
<tr>
<td>Levels of responsibility</td>
<td>2</td>
</tr>
<tr>
<td>Committees and Councils</td>
<td>2</td>
</tr>
<tr>
<td>Important terms and definitions</td>
<td>2</td>
</tr>
<tr>
<td>Offensive discrimination</td>
<td>2</td>
</tr>
<tr>
<td>Discriminatory harassment</td>
<td>3</td>
</tr>
<tr>
<td>Sexual harassment and offensive behaviour based on gender</td>
<td>3</td>
</tr>
<tr>
<td>Direct discrimination</td>
<td>4</td>
</tr>
<tr>
<td>Indirect discrimination</td>
<td>4</td>
</tr>
<tr>
<td>Instructions to discriminate</td>
<td>4</td>
</tr>
<tr>
<td>When does the ban on discrimination apply?</td>
<td>4</td>
</tr>
<tr>
<td>Preventive work</td>
<td>5</td>
</tr>
<tr>
<td>Whom to contact if you are a victim of offensive discrimination, harassment or discrimination</td>
<td>5</td>
</tr>
<tr>
<td>Duty of department head</td>
<td>6</td>
</tr>
<tr>
<td>Duty of faculty head</td>
<td>6</td>
</tr>
<tr>
<td>Awareness of offensive discrimination, harassment or discrimination</td>
<td>6</td>
</tr>
<tr>
<td>Formal report</td>
<td>7</td>
</tr>
<tr>
<td>Investigatory proceeding</td>
<td>7</td>
</tr>
<tr>
<td>Bilaga 1 – Guidelines for heads of departments after becoming aware of offensive discrimination, harassment or discrimination</td>
<td>8</td>
</tr>
<tr>
<td>Bilaga 2 – Summary of laws and regulations</td>
<td>9</td>
</tr>
</tbody>
</table>
Introduction

The action plan against offensive discrimination, harassment and discrimination applies both to applicants for study or employment at Umeå University and to employees and students already accepted.

Overall objectives

Umeå University is to be a workplace characterised by respect for and reliance upon the individual, providing security for its employees and students and broadening their horizons. All forms of offensive discrimination, harassment and discrimination are to be counteracted. This is to be done through preventive measures and by taking concrete action.

In order to realise the visions stated in the development programme known as Vision Umeå University 2010, we shall actively and persistently strive to attain a good working environment. Equality, diversity and equal opportunities are to be given priority. Increased diversity will lead us forward to broader dialogue, new perspectives and a critical scrutiny of conventions.

Levels of responsibility

The rector is charged with overall responsibility for the university’s work environment and for pursuing a deliberate policy of equality, diversity and equal opportunities. Direct responsibility for working to this end rests upon heads of faculties, heads of departments and other managers. They are to promote the integration of these matters into the regular functioning of the faculties.

Moreover, each person at Umeå University has the responsibility to help to create a good work environment where equality, diversity and equal opportunities prevail.

Committees and Councils

The Work Environment Committee, the Equality Council and the Equal Opportunities Council are bodies subordinate to the rector. Their tasks are to formulate policies, guidelines and plans of action within their respective areas, to implement and gain support for them at all levels of responsibility and relevant bodies within the organisation. Their mission also includes pursuing questions of overall and principal importance, following up stated aims, keeping abreast of relevant new knowledge, and initiating education and information within these areas.

Umeå University’s policies, agreements and plans to promote good work environment, equality, diversity and equal opportunities

- Work environment policy
- Umeå University’s plan of active measures to promote equal rights and opportunities regardless of ethnic background, religion or other belief system
- Local work environment agreements
- Equal opportunities plan
- Equality policy
- Action plan against threats and violence
- Action plan against sexual harassment
- Aims and guidelines regarding students with functional disorders

Important terms and definitions

The anti-discrimination laws use the term “harassment” while the Occupational Safety and Health Act uses the term “offensive discrimination”. Legislation distinguishes between offensive behaviour that is associated with any of the elements of discrimination (see below), which are regulated by the anti-discrimination laws, and other offensive behaviour which is regulated by the Occupational Safety and Health Act. Offensive discrimination, harassment and discrimination are never acceptable at our place of work, no matter what the motive is. The anti-discrimination laws formulate more clearly that the university has a responsibility to make investigations; for instance, the university will be liable to damages if it does not investigate suspected harassment.

Offensive discrimination

Offensive behaviour in the form of bullying, mental violence and social rejection is defined in work environment law as offensive discrimination (see statutes of the Occupational Safety and Health Department <www.av.se/regler/afs/99317.pdf>). Some examples of offensive discrim-
Discriminatory harassment
The anti-discrimination legislation targets behaviour which violates a person’s dignity and is associated with any of the elements of discrimination listed below. There have to be actions or attitudes amounting to unfair treatment in the form of injury or offence in violation of the individual’s dignity. The violations have to be explicit and obvious. It is the victim who determines whether the behaviour or action is unwanted and offensive. The perpetrator of harassment has to be aware that his/her behaviour offends someone because it includes one of the elements of discrimination. If it is not clear that one of these categories is in question, then the party who believes he has suffered discrimination through harassment must give the perpetrator to understand that he/she considers himself offended by the perpetrator’s behaviour.

The law attaches the following meanings to

**Ethnic affiliation:** that an individual belongs to a group of persons having the same skin-colour or national or ethnic origin

**Functional disorder:** permanent physical, mental or learning-ability limitations of functional ability which existed at birth because of injury or illness, or have arisen since then or may be expected to arise.

**Gender:** in addition to male and female, transsexual is also a gender. A transsexual is a person who feels he/she belongs to the opposite gender from that that was registered at birth.

**Religious faith or other belief system:** the term “other belief system” includes here beliefs based on or associated with a religious view, e.g. Buddhism, atheism or agnosticism, since the basis of such views is considered to have a natural connection with or to be comparable to religion.

**Sexual orientation:** homosexual, bisexual or heterosexual orientation.

**Sexual harassment and offensive behaviour based on gender**

Sexual harassment and harassment based on gender is unwelcome behaviour, based on gender or of a sexual nature, which violates an employee’s or student’s integrity. It is always the individual’s own affair to decide what is acceptable and what is offensive and unacceptable behaviour or demeanour. Do you want to know more? Visit <www.umu.se/personal/jamst>.

Examples of sexual harassment are

- Unwelcome sexual allusions
- Unwelcome sexual comments on personal appearance, clothes or private life
- Unwelcome repeated sexual attentions
- Pornographic pictures in workplaces, on walls, in public precincts, on notice boards, in computers etc
- Patting, stroking or other unwelcome physical contact
- Demands for sexual compliance possibly in conjunction with threats of punishment or promises of reward.

Examples of harassment based on gender are

- Being ignored
- Being ridiculed
- The withholding of information
- Twofold penalising (the person is in the wrong no matter what he/she does)
- The imparting of guilt and shame (a given situation is always the person’s own fault)
- Disparaging jokes about the gender he/she belongs to.

Both men and women can be subjected to sexual harassment or harassment based on gender. In most instances, however, it is men who sexually harass women. It is important to understand that sexual harassment constitutes an abuse of power on the part of the perpetrator. Sexual harassment must therefore be viewed from the perspective of gender-related power and is thereby an important equal rights issue.
Harassment may occur in situations where men and women find themselves at the same hierarchical level, as when one teacher harasses another, for example. It may also happen that someone in a subordinate position sexually harasses a superior, as when a student subjects a teacher to sexual harassment. A superior post entails a power position which can be exploited in such a way that it is felt by a subordinate to be a violation of ones integrity. It is important to bear this in mind in all contacts at Umeå University and where there are sensitive relations, as for example

- Between department heads or managers and colleagues
- Between supervisors and doctoral students
- Between teachers and students

It is always the person in the superior position who has a greater responsibility for ensuring that sexual harassment or harassment based on gender does not occur.

Sexual blackmail can also occur. What this means is sexual acts or services performed in order to receive services or be granted favours related to the university as a public body. For example, it might involve something connected with promotion or an examination, where reprisals in the form of refused promotion or examination failure are threatened as consequences if the sexual acts and/or services are not performed.

**Direct discrimination**

Direct discrimination occurs when an individual is unfairly disadvantaged by being treated less favourably than someone else is treated, has been treated or would have been treated in a comparable situation if the disadvantaging is associated with one of the elements of discrimination.

**Indirect discrimination**

Indirect discrimination occurs when an individual is treated unfairly/disadvantaged through the application of rules, criteria or procedures which appear to be neutral but which in practice work to the special disadvantage of some persons because of one of the discriminatory elements. The decisive factor is whether the rule etc affects a considerably larger proportion of persons with a given ethnic affiliation, for instance, than of persons with some other ethnic affiliation.

**Instructions to discriminate**

This means orders or instructions to discriminate against a person through direct discrimination, indirect discrimination or harassment. Such instructions are discriminatory.

**When does the ban on discrimination apply?**

It is forbidden to discriminate through harassment, direct discrimination, indirect discrimination or instructions to discriminate. The labour laws cover employees, job applicants, or employees undergoing vocational training or vocational guidance - so that the ban applies in the following seven situations.

When the employer
- is deciding an employment question, calls a job applicant for an interview, or takes any other steps forming part of the recruitment procedure
- is deciding on a promotion or selecting an employee for promotion training
- is deciding on or taking other steps with regard to vocational training
- is deciding on or taking other steps with regard to other forms of training or vocational guidance
- is applying wage terms and other conditions of employment
- is directing and distributing work tasks
- gives notice, dismisses, lays off or takes other steps impinging on an employee.

For students and applicants covered by the Equal Opportunities Law, the ban applies only when the University
- is deciding on acceptance for university education or taking other steps impinging on acceptance for such education
- is deciding on examination or making some other assessment of student performance
- is deciding on or making some other similar assessment related to allowing credits for previous education, respite from study or con-
tinuance of study after a study-break, change of supervisor, withdrawal of supervisor and other resources from research studies, study grants for doctoral candidates
– intervenes against a student.

Preventive work
It is of cardinal importance to create awareness of what offensive discrimination, harassment and discrimination are. The active, preventive work is to be done at all levels of employment. Heads of departments and other managerial staff have a key role in forming the atmosphere and norms that are to prevail at the workplace. Within their respective spheres of work, heads of faculties and the university director play an important part in supporting and following up work concerning discrimination, harassment and offensive discrimination. More information is available in the university’s policies, plans and agreements which are listed in a separate section above. The university’s management and leader development programme (UCL) gives information about the obligations heads of departments and faculties and other managers have regarding the prevention of or dealing with offensive discrimination, harassment and discrimination at their respective places of work and to strive for equality, diversity and equal opportunities.

Work environment representatives, work environment student representatives and equality representatives are to be given training in these issues. Other important groups are newly appointed employees, new students and student union representatives who are to receive information and instruction through introductory courses, lectures and seminars. The prevention of harassment and discrimination on students’ work-experience placements means that work placement mentors and supervisory teachers need to be informed about the action plan and relevant legislation.

In order to facilitate the rapid implementation of such measures, cooperation between employers, employees and students is necessary. (Ord saknas på svenska) The primary purpose of cooperation is to exchange knowledge and experience for mapping out, making joint measures and for the spreading of information. The forms of cooperation for this preventive work are described in the university’s policies, plans and agreements which are stated in a separate section above.

Whom to contact if you are a victim of offensive discrimination, harassment or discrimination
– As a victim you are entitled to seek advice, support and information regarding questions involving offensive discrimination, harassment and discrimination without necessarily making a formal complaint.
– Be explicit and tell the person harassing you that you do not accept the behaviour to which you are being subjected.
– Make a point of documenting events: time, place, any witnesses etc. This will facilitate any subsequent investigation.

If you think you are being subjected to offensive discrimination or harassment, your first step should be to contact your head of department or equivalent at your department or workplace. If you are a student, contact your head of department at your “home department”.

If for any reason you either cannot or do not want to approach your head of department or equivalent you may instead contact your head of faculty.

For information, advice or support, contact one of the following officials:
For employees:
– the university lawyers
– designated officials at the unit for staff and organisational development
– equal rights coordinator at the unit for staff and organisational development
– the staff association concerned: SACO, ST-ATF, SEKO
– the work environment representative or one of the chief work environment representatives
– the university health service, tel 090-17 63 80.
For students
– the university lawyers
– the designated official at the Student Centre
– the equal rights coordinator at the unit for staff and organisational development
– work environment student representative at the department concerned or the chief work environment student representative at the faculty concerned
– the student social welfare coordinators of the three student unions: Umeå studentkår, Umeå Teknolog- och Naturvetarkår and Medicinska studentkåren, MSU.
– the student health service.
– the student chaplains.

All officials are reached via the university telephone exchange, 090-786 50 00.

Duty of department head
On learning that an employee or student has been subjected to offensive discrimination, harassment or discrimination, a head of department has a duty:
– to take action so that harassment ceases forthwith. For guidance see AFS 1993:17 on offensive discrimination, see www.av.se. If threats and violence figure in the situation, further guidance will be found in the Action Plan against Threats and Violence and the university’s local work environment agreement, see <www.umu.se/personal/).
– if necessary, to consult with the faculty’s personnel officer about suitable measures depending on the type of case
– if necessary, and after consulting with the faculty’s personnel officer and the head of department, to contact the unit for staff and organisational development for consultative support in the case
– to ensure that the person subjected to harassment receives the necessary support and help
– to handle offensive discrimination in accordance with the university’s guidelines, attachment 1 and with the department’s procedures for work environment measures. If the head of department is unable to handle the situation single-handed and is not able to reach a solution that is acceptable to all parties, the head of faculty must be contacted as soon as possible.
– to submit the case to the university lawyers to determine its future handling and possible judicial investigation.

Duty of faculty head
– if a head of department notifies a head of faculty of offensive discrimination, harassment or discrimination, the head of faculty must consult with the head of department to decide on suitable measures
– if an employee or student for some reason contacts a head of faculty direct about an incident of offensive discrimination as described above, the head of faculty is to inform the head of department concerned and to contact the university lawyers for further handling of the case.
– if necessary, consult with the faculty’s personnel officer about suitable measures depending on the type of case
– if necessary, and after consulting with the faculty’s personnel officer and the head of department, to contact the unit for staff and organisational development for consultative support in the case
– if, after taking the steps described above, the head of faculty does not believe he/she can take a decision in the matter which would be acceptable to the parties concerned, the university rector is to be contacted. In this situation, the rector has the university lawyers at his/her disposal.

Awareness of offensive discrimination, harassment or discrimination
If you become aware that someone is being subjected to offensive discrimination, harassment or discrimination, you must contact the person whom you believe is the victim’s head of department or manager. However, if it is not clear which head of department or manager is concerned, you should contact the university lawyers for further handling of the case.
As a colleague or fellow student, you are an important resource who can provide fellow human support to the victim and possibly play a supportive role when contacting the manager or university lawyer.

**Formal report**

A report of harassment should be submitted in writing to one of the university lawyers, but it may also be made orally. Note that when the university has received a report, it will normally be seen as being a public document and therefore be accessible to outsiders.

The report must include an account of the events, a report of what has happened, the name of the person singled out and his/her place of work.

The person that has been reported the incident and the nearest superiors of the victim and the person reported are to be informed that a report has been made. If the report concerns a student, the student union concerned and the head of the student’s “home department” are to be informed.

**Investigatory proceeding**

Current anti-discrimination legislation imposes a duty on employers/education providers to investigate the circumstances surrounding instances of alleged harassment. The obligation to investigate and to take measures is sanctioned with damages concerning the discrimination and harassment included in the anti-discrimination legislation.

The university’s obligation to investigate can in some cases lead to coercive measures against either a student or an employee. This means that those cases may come to an end as a disciplinary case or staff disciplinary matter. Because this is an exercise of public authority against an individual, the investigation must be done in a serious, objective and legally correct manner. The legal rights of the individual require that the person who is under investigation is to be viewed as being innocent during the course of the inquiry. The investigatory work requires voluntary participation from the persons involved; accordingly, the university cannot utilise any coercive measures regarding the carrying out of the investigation. The reports that the university receives or compiles will be to a large extent public documents. The secrecy regulations that can possibly be applied are chapter 7, § 9 of the Secrecy Act (student secrecy) and chapter 7, § 11 (staff welfare secrecy).

The decision to launch an investigation is made by a university lawyer, who will also be in charge of the enquiry. Individually designated officials will provide practical help with the work entailed in the enquiry. At the inception of the enquiry the official concerned should offer some form of support to both the harassed party and the party allegedly responsible for the harassment.

The work should be completed speedily and with great discretion. However, all matters of significance for the final decision that come forward during the inquiry are to be communicated to the parties concerned, after which they may pass comments. Notice that considerable parts of the work of an enquiry are carried out under public scrutiny, with the report being recorded when it reaches the university or college.

After final preparation and briefing by the university lawyer, or in his absence by some other official, it is up to the rector to decide what further action to take regarding the offensive behaviour, discrimination or harassment case. Measures which can be taken are to refer the matter to the disciplinary committee, the staff disciplinary board or the National Government Employee Disciplinary Board, which can promulgate a disciplinary sanction or put the case forward for prosecution. The University as a public authority can be liable to damages concerning discrimination and harassment. The rector may also decide that no special action should be taken.

If the complainant is dissatisfied with the university’s handling of the matter, he or she may turn to one of the ombudsmen if the case concerns discrimination or offensive behaviour based on anti-discrimination legislation.

- The ethnic discrimination ombudsman, DO.
- The discrimination on grounds of sexual orientation ombudsman, HomO.
- The equal opportunities ombudsman, JämO.
- The disability ombudsman, HO.

For further information from the ombudsmen, visit <www.do.se/o.o.i.s?id=7178>.
Guidelines for heads of departments after becoming aware of offensive discrimination, harassment or discrimination

- Contact the parties involved and have individual mapping-out interviews in order to gain a picture of what has happened
- Offer the parties involved support from the student health service if it is a student or the university health service if it is an employee
- Report the incident to the university lawyer for his/her assessment of how the case should be investigated
- Inform the work environment representative and the work environment student representative (student union representative) about the incident and consult with them on what could have brought about the incident and what work environment measures need to be taken. Note that it is often advisable to use external help, such as the university health service and/or the student health service.
- If necessary, get assistance from the faculty’s personnel officer or, after consultation with that person, from staff from the unit for staff and organisational development
- If the case cannot be handled at departmental level because of lack of resources or for any other reason, it must be lifted to the next level of employment. Further measures are then taken after consultation with the head of faculty and/or the rector
- If disciplinary measures are being considered, contact the university lawyer if the case concerns a student or the personnel officer if the case concerns an employee
- After the case is completed, do a follow-up of the department’s work environment procedures
Summary of laws and regulations

The Constitution
The second chapter of the Constitution was reworded by the law of 1976:871 and contains rules defining the basic liberties and rights of citizens.

15 § bans unfair treatment of citizens by law or other regulation by reference to their race, skin-colour or ethnic origin.

16 § bans unfair treatment of citizens by law or other regulation on the ground of gender unless the regulation forms part of an attempt to achieve equality between men and women or relates to national military or similar service.

23 § states that no law or other regulation may be promulgated that is contrary to Sweden's commitments under the terms of the European convention for the protection of human rights and the basic freedoms, see below.

Law (1994:1219) on the European convention concerning protection of human rights and the basic freedoms
The law prescribes that the European convention of 4 November 1950 concerning protection of human rights and the basic freedoms along with such amendments and additions as have been enacted by addenda to the convention shall have the force of law in Sweden. Swedish translations of the original texts are embodied in the statute book after the Constitution.

Law (1982:80) on security of employment, LAS
The law applies with some exceptions to employees in both public and private service. It prescribes in 7 § that dismissal by the employer must be objectively based. The period of notice varies in accordance with 11 § depending on the employee's age and the length of time he has been employed.

Law (1994:260) on public service employment, LOA
The law applies with some exceptions to employees of the state, local authorities and county councils.

In accordance with 4 §, account shall be taken only of objective considerations such as qualifications and competence when making appointments. Competence shall take priority unless there are special reasons for doing otherwise. 5-6 §§ provide that in certain cases Swedish citizenship is a condition of eligibility for employment.

14-19 §§ lay down rules of disciplinary responsibility for employees who wilfully or carelessly neglect their official duties.

Ordinance on employment (1994:373), AF
The ordinance applies, with some exceptions, to employees of the state. 4 § stipulates that when appointing employees, state authorities must take account not only of competence and qualifications but also of such objective factors as are consistent with overall labour, equal opportunities, social and employment policy goals. In certain cases job applicants may be required under 5 § to provide a doctor's certificate before being appointed.

Occupational Safety and Health Act (1977:1160), AML
The purpose of the law is to prevent sickness and accidents at work while also creating a good work environment. The law applies, subject to certain restrictions, to all activities involving employees performing tasks on behalf of the employer. Students are counted as employees and are thus covered by the Occupational Safety and Health Act. 3 kap.1a § stipulates that employers and employees must cooperate to create a good work environment. The Occupational Safety and Health Act covers both the physical and the psycho-social work environment and therefore forms an important element of the legislation which can be utilised in order to combat sexual harassment.
The National Board of Occupational Safety and Health’s rules on offensive discrimination (AFS 1993:17)

Equal Opportunities Act (1991:433) as worded 1 July 2005

The purpose of the Act is to promote the equal rights of men and women with regard to work, recruitment and working conditions and career development potential (equal opportunities in the workplace). The Act explicitly states its aim as being chiefly the improvement of women’s conditions in the workplace. §6 prescribes that the employer must take steps to guard against and prevent any employee from being subjected to harassment based on gender, sexual harassment or reprisals. Harassment based on gender means such behaviour in the workplace that insults an applicant’s or employee’s integrity and is related to gender. Sexual harassment means behaviour of a sexual nature which violates an applicant’s or an employee’s integrity. An employer has a duty under §22 to investigate and take steps against reported harassment, otherwise running the risk of being liable for damages.

An employer must not subject an employee to harassment because the employee has rejected the employer’s sexual attentions or reported the employer for sex discrimination.

Law (1999:130) prohibiting discrimination in the workplace against persons with functional disorders

The law is intended to counteract discrimination in the workplace against persons with functional disorders. The term functional disorders means permanent physical, mental or learning-ability limitations of a person’s functional capabilities which were present at birth because of injury or illness, arose thereafter or are expected to arise. The law prohibits discrimination whether direct or indirect and bans reprisals. Employers are also required in certain cases to provide measures of support and adaptation and if necessary to investigate and take steps against harassment. The latter means behaviour in the workplace which violates an employee’s integrity and which is associated with the employee’s functional disorder. The law also contains rules regarding sanctions.

Law (1999:132) prohibiting discrimination in workplaces based on sexual orientation

The purpose of the law is to eliminate discrimination in workplaces on the ground of sexual orientation. Sexual orientation is defined as homosexual, bisexual and heterosexual orientation. The law prohibits direct and indirect discrimination, harassment and reprisals. It also contains rules governing the employer’s duty to investigate and take steps against harassment, and details of sanctions. Harassment under this law is defined as behaviour in the workplace which violates the dignity of a job applicant or employee and is associated with his/her sexual orientation.

Law (1999:133) prohibiting discrimination in workplaces based on ethnic affiliation, religious faith or opinion

The purpose of the law is to foster equal rights and opportunities with respect to work, terms of employment and career development potential, regardless of ethnic affiliation (ethnic diversity in the workplace). Ethnic affiliation signifies the individual’s belonging to a group of persons of the same race, skin-colour, nationality or ethnic origin or religious faith.

Ethnic harassment refers to behaviour in the workplace which violates an employee’s integrity and is associated with the employee’s ethnic affiliation. The law contains rules dealing with employers’ active measures, prohibition of both direct and indirect discrimination and reprisals, and sanctions.

Law (2002:293) concerning discrimination against part-time employees and employees whose employment is limited in duration

This law deals with the counteracting of discrimination against part-time employees and employees whose employment is limited in duration. The law covers only wages and other terms of employment. This means that the employer’s decisions in matters of appointment or promotion and when the employer leads and dis-
tributes work tasks or gives notice, discharges or dismisses an employee or takes other serious action against him or her, the protection of the anti-discrimination laws as at present formulated is not available.

Law (2003:307) concerning prohibition of discrimination
The purpose of the law is to counteract discrimination associated with ethnic affiliation, religious faith or opinion, sexual orientation or functional disorder. Unlike the anti-discrimination labour laws of 1999, this law prohibits discrimination in a number of different areas outside the workplace: labour market policy-making, setting up or conducting a business, exercising a trade or profession, membership, goods, services and housing, social services, social security system, unemployment insurance, and health and medical care.

Law concerning universities and colleges of higher education (1992:1434) HL
It is laid down in 1 kap 5 § that equality between men and women must always be observed and fostered in the activities of universities and colleges of higher education.

Ordinance concerning universities and colleges of higher education (1993:100), HF
1 kap. 8 § makes reference to 1 kap. 5 § HL and to the equal opportunities law. Under the terms of HF 1:9, universities and colleges must institute measures to guard against and prevent any student from being subjected to unwelcome behaviour of a sexual nature or other unwelcome behaviour based on gender which violates a student’s integrity in the course of higher education studies (sexual harassment). 6 § of the equal opportunities law also gives a reminder of the employer’s duty to take steps to guard against and prevent any student from being subjected to sexual harassment. The fourth clause of HF 10:1 states that disciplinary action may be taken against students who subject any other student to the type of sexual harassment envisaged in HF 1:9, or against an employee for the type of sexual harassment envisaged in 6 § of the equal opportunities law.

Law (2001:1286) concerning equal treatment of university and college students
The purpose of the law is to foster equal rights for students and applicants at university and college level and to combat discrimination on grounds of gender, ethnic affiliation, religious faith or opinion, sexual orientation and functional disorder.

Criminal code (BrB)
In more serious cases a person considering himself or herself to have been sexually harassed can report it to the police. Under the provisions of 4 kap.7 § BrB any person who physically molests or by other reckless action accosts another may be guilty of molesting and can be fined or imprisoned for up to a year. A person who singles out another as culpable or reprehensible by virtue of his or her way of life or otherwise makes statements designed to bring him or her into others’ contempt can be fined for defamation in accordance with 5 kap 1 § BrB. – A person defaming another by abuse or accusations or other offensive behaviour may be found guilty of insulting behaviour and fined under the terms of 3 § of the same section. 6 kap. BrB deals with sexual crimes and specifies sanctions not only for more serious cases of sexual violence but also for e.g. sexual molestation. If for example one person exposes himself to another in a way designed to shock or otherwise behaves objectionably towards another in word or deed in a way obviously in breach of public decency, he or she can be fined or imprisoned for up to two years. In certain cases attempted crimes according to 6 kap. BrB can be punished under the terms of 23 kap. BrB.