

Discrimination or Harassment and other kinds of Unfair or Offensive Treatment

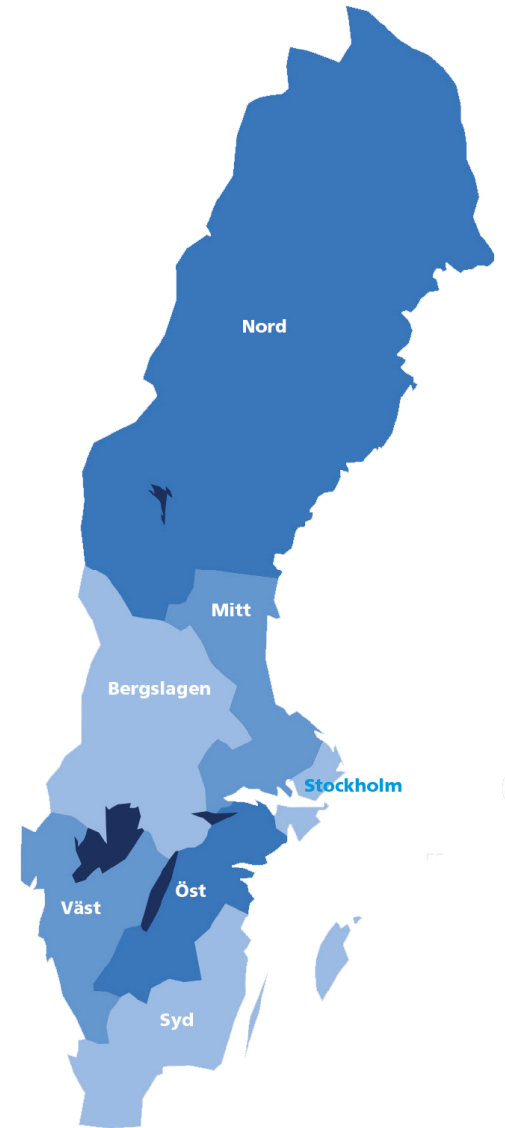
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Swedish Police in brief

- Since January 2015 we are one integrated Swedish Police Authority with 7 regions.
- Minister for Home Affairs
- 29,000 employees, 44 % are women.
- We have approximately 3000 employees at the management level. 31 % are women.



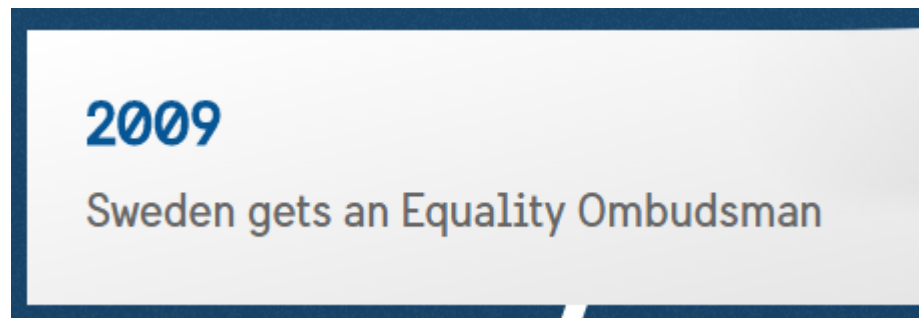
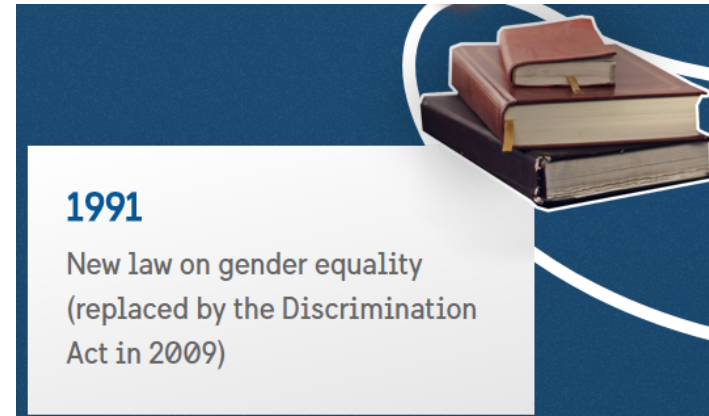
Gender politics in Sweden

The overarching goal of the gender equality policy is that women and men are to have the same power to shape society and their own lives.

Six sub-goals

- Gender equal division of power and influence.
- Economic gender equality.
- Gender equal education.
- Equal distribution of unpaid housework and provision of care.
- Gender equal health.
- Men's violence against women must stop.

Fun facts in gender



National policy for the Swedish Police

- The Police does not accept any form of discrimination, harassment or other unfair or offensive treatment.
- The Police prevents discrimination, harassment and unfair or offensive treatment by training and information.
- All employees at the Police are entitled to a good working climate and have an obligation to contribute to a good working climate.
- The superiors/supervisors in their capacity as employers have a formal responsibility to prevent and take measures against discrimination, harassment and other forms of unfair or offensive treatment.

Definitions

- **Direct discrimination**

A person is put at a disadvantage in comparison to how others are/should be/have been treated in a similar position. This occurs only when this unfair treatment is related to gender, transsexual identity, ethnicity, religion or other beliefs, sexual orientation, physical impairment or age.

- **Indirect discrimination**

An unfair treatment which is the result of the application of a rule, a criterion or a procedure that could be seen as neutral, but becomes unfair in relation to that person and is related to the above-mentioned grounds for discrimination.

- **Sexual harassment**

Acts and sexual allusion that offend someone's dignity.

- **Unfair or offensive behaviour**

Recurrent, reprehensible or distinctly negative actions, which are directed at individual employees that are perceived as offensive or unfair, and which can entail that employee's exclusion from the community of work.

Examples of unfair or offensive treatment

- Physical violence
- Social expulsion and isolation
- Deliberate insults
- Slander
- Deliberately withholding information
- Deliberately rendering the work more difficult
- All forms of victimisation, e.g. sexual harassment

Causes and consequences

Causes

- Lack of information
- Lack of leadership
- Cultural flaws
- Vague aims and decisions
- Lack of equality
- Organisational flaws
- Educational flaws

Consequences

A person that takes part in discrimination, harassment or offensive treatment undermine the health of other persons and the community at work, causing individual injury as well as affecting the safety and efficiency.

Discrimination violates human rights and are prohibited according to Swedish law.

Responsibility and support

- It is important that you first of all contact your superior
– remember that there is a superior to him/her to contact.
- It is essential to document what has occurred, points of time, places and possibly who was/were present at the incident/incidents.

Questions?