

Tampere University's Policy on Equality and Non-Discrimination for 2019-2020

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Towards an equal and non-discriminating University

Tampere University of Technology and the University of Tampere are merging to create the new Tampere University on 1 January 2019. Together Tampere University and Tampere University of Applied Sciences will constitute the Tampere Universities community that is committed to promoting equality and cultural diversity in all its endeavours.

The purpose of this policy is to promote the achievement of the equality and non-discrimination goals of Tampere University and to ensure that the related legal requirements are satisfied. This policy includes both HR-related and operative goals for promoting equality and non-discrimination among staff and students. This policy also sets out our **accessibility goals**.

According to the **Non-Discrimination Act (1325/2014)**, no one may be discriminated against based on their age, ethnic or national origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relations, health, disability, sexual orientation or other personal characteristics. Besides direct and indirect discrimination, the refusal to provide reasonable adjustments and the issuance of instructions or orders to discriminate are also prohibited.

The **Act on Equality between Women and Men (609/1986)** prohibits direct and indirect discrimination based on gender and fosters equality between women and men. In addition, it prohibits discrimination based on gender identity and gender expression.

The Constitution of Finland, the Act on Equality between Women and Men, the Non-Discrimination Act and the Employment Contracts Act require employers to take active measures to promote equality and equal treatment among their staff and to prevent discrimination and harassment.

Discrimination refers to the different treatment of an individual or a group of people without an acceptable reason to do so. Discrimination is prohibited regardless of whether it is based on a fact or assumption concerning the person in question or someone else. The University is also committed to preventing multiple discrimination, which refers to discrimination against an individual on the basis of more than one ground. In such cases, the negative effects of discrimination may be combined in a manner that results in discrimination that differs from discrimination resulting from any of those grounds alone. Sexual and gender-based **harassment** are forms of discrimination referred to in the Act on Equality.

In addition to fulfilling the **requirements set out in applicable legislation**, we are **committed to creating a genuinely diverse** university. The achievement of these goals requires that measures that promote equality, non-discrimination and accessibility be integrated into the everyday operations of the University in all our areas of operation.

Equality and non-discrimination as overarching principles

According to the Tampere3 strategy: “We value diversity and promote non-discrimination and equality. We invest in the well-being of our community. We systematically strengthen the highest level of scientific and social expertise within our community. We internalise the objectives of the Tampere Universities community and are committed to achieving them. We create a culture of open dialogue with the broader society and foster international collaboration.”

Tampere University seeks to contribute to the promotion of equality and non-discrimination in society. We take equality and non-discrimination into consideration in our decision-making processes and in the preparation and

implementation of decisions. We also ensure that equality and non-discrimination are taken into account in the activities of all our faculties and other units.

The members of the university community have an equal opportunity to learn, study, participate and make an impact in their roles as students or employees. In this context, the term 'university community' refers to our staff and students and, where applicable, to other people in corresponding positions. All the members of our university community have a duty to promote equality and non-discrimination.

As an employer, the University develops working conditions and procedures that apply to recruitment decisions and other decisions that concern our staff. The measures to promote equality and non-discrimination must be effective, appropriate and proportionate to the conditions and available resources.

The President appoints the University's equality committee, which issues proposals and statements on the realisation and development of equality and non-discrimination at the University, among other things. Staff and students can submit proposals and comments to the committee regarding the efforts to promote equality. The committee reflects the diversity of the university community. As far as possible, the committee members will be selected so that they represent the University's different staff groups and students, while taking into account the availability of special expertise and/or previous experience of issues concerning equality, non-discrimination and accessibility.

The measures to promote equality and non-discrimination and their results will be regularly monitored based on separately defined indicators. The University's internal expertise will be utilised in assessing equality, non-discrimination and accessibility issues.

Policy supporting equality and non-discrimination

In addition to the **equality and non-discrimination obligations defined in legislation**, this policy sets out **goals and measures** and identifies **responsible parties** for promoting equality and non-discrimination at the different stages and levels of planning, implementing, evaluating and developing our operations. The plan also addresses the improvement of general and physical accessibility. The faculties and other units will integrate the measures that concern the implementation of this policy into their own human resources plans. The Student Union of the Tampere University has its own equality and non-discrimination policy.

The goals and measures set out herein for promoting equality and non-discrimination focus on five thematic areas: (1) Management and operating culture, (2) Recruitment, pay equality and career development, (3) Prevention of inappropriate treatment, harassment and bullying, (4) Training and education, and (5) Research.

The equality committee will monitor and assess the implementation of the objectives at regular intervals, report its findings to the University management and communicate the issues to the university community. This policy and related follow-up procedures will help maintain the high quality of the University's operations.

I Management and operating culture

Good management encourages the members of the university community to work productively towards the University’s strategic goals. The goal is to make all members of the university community feel that they are valued and treated fairly and to encourage them to respect the work of others.

The management ensures that the University Regulations, guidelines, plans and other documents governing our operations do not place the members of our community in an unequal position due to any prohibited grounds for discrimination. When drafting the University Regulations, guidelines and plans, the documents should be assessed to ensure that they are not indirectly discriminating.

In addition to these minimum requirements, good management creates the preconditions for the members of our community to develop their competencies and make an impact on the decisions and actions that affect them.

Legal requirements	Goals of our multidisciplinary and diverse University
<p>The University has principles for preventing discrimination and harassment, an early support mode and guidelines for responding to incidents. The University’s action plan for occupational health and safety sets out goals and measures related to occupational mental health and safety.</p> <p>Supervisors have a duty to investigate suspected cases of discrimination either presented by an employee or discovered by other means and take appropriate measures, if necessary. Supervisors have a key role in promoting equality and non-discrimination.</p> <p>If an employee has appealed to the principles against discrimination prescribed in the Non-Discrimination Act or the Act on Equality between Women and Men or participated in resolving an issue related to discrimination, no countermeasures may be taken against such an employee as a result of these actions.</p> <p>All the members of the university community have the right to a safe work environment and to be accepted as they are. Additionally, all members of the university community have a right and a duty to intervene when they witness unequal treatment or discrimination.</p> <p>The University respects gender diversity. Gender is a more diverse phenomenon than a simple division of people into two sexes. Gender diversity covers gender minorities and majorities.</p>	<p>The management of diversity creates understanding, acceptance and respect for diversity while taking into account the challenges and opportunities that diversity creates.</p> <p>Supervisors must act responsibly to create and maintain an equal, fair, engaging and inspirational campus culture. The quality of management and supervision is constantly developed and improved.</p> <p>The University will identify and remove functions, structures and expressions that maintain inequality. The University uses gender-neutral language.</p> <p>The University promotes general and physical accessibility.</p> <p>Collaboration between the members of the university community will be increased in terms of equality and non-discrimination issues. The work towards equality and non-discrimination and collaboration between the responsible parties will be increased within the University.</p> <p>All members of the university community have the right to define their gender identity on the systemic level.</p>

Measures	Measures
<p>The University will ensure that the University Regulations, operative instructions, plans and other documents governing the University's operations do not include material that would put the members of the university community into an unequal position. The University Regulations and other key regulations will be submitted for a gender impact assessment (SUVAUS) and the assessment of other grounds for discrimination. Additionally, other operative instructions and plans will be assessed to ensure that they do not include directly or indirectly discriminating practices.</p> <p>Responsibility: <i>University Board, operative management</i></p>	<p>The University will utilise the results of staff well-being surveys and workplace surveys in the development of a diverse and pluralist operating culture.</p> <p>Responsibility: <i>operative management, deans/heads of unit</i></p> <p>The responsibility for the equality and non-discrimination work at the University will be assigned to the contact person(s) for equality issues who will perform this function alongside their regular tasks with the support of the University's Equality Committee.</p> <p>Responsible parties: <i>operative management</i></p>
<p>The University will ensure that employees in a supervisory position participate in leadership training that also explores equality and non-discrimination perspectives.</p> <p>Responsibility: <i>operative management, People and Culture</i></p> <p>The employer and all the members of the university community have an obligation to promptly address any safety hazards or breaches of equality and non-discrimination that they discover. The University will ensure that every member of the university community is aware of the proper procedures if they experience or witness discrimination.</p> <p>Responsibility: <i>staff, students, People and Culture, occupational health and safety staff</i></p>	<p>The University supports multicultural competence and age management and prevents discrimination through the provision of staff development and training. Training in diversity management will be offered to directors and supervisors.</p> <p>Responsibility: <i>operative management, People and Culture</i></p> <p>The language principles of a diverse university treat the members of the university community in an equal manner, regardless of whether their working language is Finnish or any other language. All key information is also available in English.</p> <p>Responsibility: <i>university management, all support services, faculties and other units</i></p>
<p>All staff training organised by the University will be accessible.</p> <p>Responsibility: <i>People and Culture, other parties that organise staff training</i></p> <p>Together with the University's Communications unit and the Student Union, the Equality Committee will regularly disseminate information about the issues concerning equality and non-discrimination at the University.</p> <p>Responsibility: <i>Equality Committee, Communications, Brand and Marketing, Student Union</i></p>	<p>The University will develop statistics and the implementation of surveys in a manner that take equality and non-discrimination considerations into account and allow people other than men or women to state their gender identity.</p> <p>Responsibility: <i>operative management, Operations Management and Planning</i></p> <p>The University will ensure that changing one's name and gender in the IT systems only requires a notification from the person concerned after his or her identity has been verified according to the procedure required by the university.</p> <p>Responsibility: <i>Operations Management and Planning</i></p>

	<p>The Equality Committee will organise training and other events concerning equality and non-discrimination issues.</p>
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Responsibility: *Equality Committee*

II Recruitment, pay equality and career development

The most important asset for the University is our staff. As an employer, Tampere University offers all staff equal opportunities for career development as well as equal working conditions.

RECRUITMENT	
Legal requirement	Goals of our multidisciplinary and diverse University
<p>It is the University's duty to ensure that women, men and people of other genders can freely apply for open positions. The University may employ positive discrimination when making hiring decisions. Positive discrimination refers to such proportionate different treatment that aims at promoting de facto equality or at preventing or removing the harmful effects of discrimination.</p> <p>In order to promote equality, the University will take appropriate measures to ensure that disabled people can be hired and are able to perform their tasks and advance in their careers.</p> <p>Decisions concerning the length or continuation of an employment contract will not be based on any prohibited ground for discrimination.</p>	<p>The University adheres to clear equality and non-discrimination principles that also apply to recruitment.</p> <p>Clear and transparent criteria apply to recruitment.</p> <p>In its managerial positions, the University will strive for a gender ratio as prescribed in the Act on Equality between Women and Men.</p> <p>The University will consider its employees' age and life stages in the development actions and manners of operation it implements. The University will take a proactive approach to the age structure of staff in HR planning: in the coming years, a considerable number of employees, particularly teaching and research staff, will retire.</p>
<p>The actions of an employer shall be deemed to constitute prohibited discrimination, if the employer, upon employing a person or selecting someone for a particular task or training, bypasses a more qualified person of the opposite sex in favour of the person chosen, unless the reason for taking this course of action was acceptable and not influenced by gender or was based on weighty and acceptable grounds related to the nature of the job or task.</p>	

Measures

Applicants will be treated equally, and equality and non-discrimination issues will be considered when making hiring decisions.

Responsibility: *President, deans/heads of unit and other parties involved in recruitment.*

The University will remove obstacles against women applying for positions in male-dominated fields and men applying for positions in female-dominated fields. In the faculties and other units with a particularly strong gender imbalance (under 30%), deans and directors will define measures to address the imbalance and the situation will be monitored on an annual basis.

Responsibility: *operative management, deans/heads of unit*

Where possible, an equal number of women and men will be selected as expert reviewers in recruitment processes. This will also apply to appointment committees. Recruitment will be monitored and reported annually either to the person responsible for equality and non-discrimination issues or to the Equality Committee.

Responsibility: *faculties/units, People and Culture, Operations Management and Planning*

The University may consider positive discrimination in recruitment in the case of a specific group of employees that has a clear gender imbalance, i.e. the underrepresented gender makes up less than 40% of the group. Such action may only be used in recruitment when priority is not automatically and absolutely given to the underrepresented gender. In addition, the candidates must be equally qualified or there may only be minor differences in the qualifications of the men and women in question.

Responsibility: *President, deans/heads of unit, other parties involved in recruitment, People and Culture*

Measures

The University will strengthen supervisors' recruitment skills by providing staff training. The parties responsible for staff training will organise training for supervisors on a yearly basis. The themes covered will include equality and non-discrimination legislation that must be observed in recruitment processes as well as means of identifying one's own, unconscious prejudices.

Responsibility: *operative management, deans/heads of unit, People and Culture*

The needs, strengths and ability to work of ageing employees during their entire career will be considered when improving well-being at work. The University will strive to prepare for employees' retirement by enabling work time arrangements that allow for flexible retirement and facilitate the transition and effective sharing of expertise.

Responsibility: *People and Culture, deans/heads of unit, supervisors*

PAY EQUALITY

(materials related to the salary survey can be found in the reports of the universities)

Legal requirements

Goals of our multidisciplinary and diverse University

Decisions about the length or continuation of an employment contract, salaries, or other terms of employment may not be based on a person's gender or any other prohibited reason for discrimination.

The employer will promote pay equality through the University Salary System.

Similar job descriptions will apply to similar tasks. Employees engaged in the same tasks (or tasks of similar value) will be paid according to the same requirement level.

The University will carry out salary surveys according to the Act on Equality between Women and Men to ensure there are no unjustified differences in the salaries paid to men and women who perform similar tasks or tasks of equal value.

Statistics will be developed in a manner that will allow the reporting of salaries, recruitment and career development according to gender.

If the results of a salary survey (which maps out the salaries of staff who are placed on specific job requirements levels or represent specific staff groups) reveals clear pay differences between women and men, the employer must analyse the reasons and grounds for these differences. If the workplace has established pay systems in which salaries consist of pay components, the central components will be examined to determine the reasons for the observed differences. If there is no justification for the pay differences, the employer must take appropriate measures to rectify the situation.

The actions of an employer shall be deemed to constitute prohibited discrimination, if the employer determines salaries or applies other terms of employment in such a way that one or more employees find themselves in a less favourable position based on their gender than other employees who perform similar tasks or tasks of equal value.

Measures	Measures
<p>The University will follow a salary system that supports the achievement of pay equality. The functionality of the salary system will be monitored on a regular basis. Responsibility: deans/heads of unit, People and Culture, University Salary System assessment groups</p> <p>The transparency of the salary system will be improved by further developing salary statistics. Responsibility: Operations Management and Planning</p> <p>The University will make sure that salary surveys that meet the requirements of the Act on Equality between Women and Men are implemented in the correct form and at the right time. Responsibility: operative management, Operations Management and Planning</p>	<p>In order to promote pay equality, the University will place emphasis on the definition of work of equal value. In addition, the effects of different pay components on the transparency of the salary survey will be reviewed. Responsibility: deans/heads of unit, People and Culture, immediate supervisors</p> <p>The University will conduct a salary survey with the help of statistics agreed upon between the association of Finnish Education Employers (Sivistystyönantajat) and employee unions. In addition, the employer will use its own measures to review the fairness and equality of total compensation. Responsibility: People and Culture, Operations Management and Planning, Equality Committee</p>

CAREER DEVELOPMENT	
Legal requirements	Goals of our multidisciplinary and diverse University
<p>The University will promote equality between women and men in the terms of employment and develop the working conditions so that they are fit for both women and men.</p> <p>The University will facilitate the maintenance of a good work-life balance by paying particular attention to working arrangements.</p>	<p>The University will promote the career advancement and development of people with different backgrounds as well as their possibilities to engage in versatile tasks, while taking into account the perspectives of equality and non-discrimination. The goal is that all employees have equal opportunities for career advancement and/or development. The principles of career advancement are transparent.</p> <p>While the number of supervisors is reduced in the new organisational structure of Tampere University, career development in expert roles will be possible without occupying a supervisory role.</p>
Measures	Measures
<p>Supervisors will offer staff members opportunities to pursue career advancement and professional development while taking the principles of equality and non-discrimination into account. Responsibility: supervisors</p>	<p>The University will make it easier for employees to balance their personal and professional lives by putting in place flexible work time arrangements, by encouraging them to take family leave and by allowing them to use unpaid leave of absence as flexibly as possible while taking the situation in the workplace into account.</p>

	<p>Responsibility: <i>People and Culture, deans/heads of unit</i></p>
	<p>The University will develop services that support the integration of international staff into the university community.</p> <p>Responsibility: <i>People and Culture, deans/heads of unit</i></p> <p>The University will offer training to supervisors so that they are better able to support the career development of members of ethnic and other minorities in particular.</p> <p>Responsibility: <i>People and Culture</i></p> <p>The University will promote, monitor and develop the occupational well-being of staff. In the Tampere Universities community, Tampere University and TAMK are planning to implement a uniform and comparable tool for monitoring well-being at work.</p> <p>Responsibility party: <i>People and Culture</i></p>

III Prevention of inappropriate treatment, harassment and bullying

Tampere University is an equal and non-discriminating workplace where all forms of harassment, bullying and inappropriate treatment are strictly prohibited. All the members of our community have a duty to intervene if they witness inappropriate behaviour on campus. We will take all reports of inappropriate behaviour seriously and investigate them based on the principles of equality, fairness, confidentiality and the obligation of secrecy.

Employees have the right to invite a trade union representative, a designated contact person, an occupational safety representative or other support person to participate in the processing of a complaint concerning inappropriate behaviour. Students can invite a support person, such as the Student Union's harassment contact person, to attend the processing of such a complaint.

Inappropriate behaviour refers to behaviour that is against general good practices, not suitable to work or study environments or such that disturbs working or studying.

Harassment refers to the creation of a threatening, hostile, derogatory or humiliating atmosphere. Harassment is one form of discrimination. Harassment covers gender-based harassment but it may also be based on other grounds for discrimination. *Sexual harassment* refers to unwanted verbal, non-verbal or physical behaviour of a sexual nature that intentionally or de facto violates a person's physical or mental integrity, particularly by creating a threatening, hostile, derogatory, humiliating or oppressive atmosphere.

Gender-based harassment refers to unwanted behaviour of a non-sexual nature that relates to a person's gender, gender identity or gender expression and that intentionally or de facto violates a person's physical or mental integrity, particularly by creating a threatening, hostile, derogatory, humiliating or oppressive atmosphere.

Psychological abuse is defined as persistent and repetitive bullying, oppression, devaluation or other negative behaviour that makes the person being subjected to it feel defenceless. It may be targeted against one person or several people. Psychological abuse is a pattern of behaviour that denigrates, humiliates, disrespects or terrorises the victim.

Legal requirements	Goals of our multidisciplinary and diverse University
<p>The University will pay attention to measures intended to prevent and eradicate sexual and gender-based harassment.</p> <p>Sexual and gender-based harassment as well as the issuance of an order or instruction to harass someone sexually or based on his or her gender shall be treated as discrimination referred to in the Act on Equality.</p> <p>The actions of an employer shall be deemed to constitute prohibited discrimination, if the employer neglects its obligation to take available measures to eradicate harassment after having been informed that an employee has been subjected to sexual or other form of gender-based harassment at work.</p> <p>If harassment or other inappropriate behaviour occurs at work and causes hazards or risks to an employee's health, the employer, after becoming aware of the matter, shall promptly take available means to address the situation.</p>	<p>The University will pay attention to preventing discrimination in both traditional and digital learning environments, teaching methods and study materials.</p> <p>Awareness among students and staff of the procedures adopted by the University and Student Union for responding to harassment, discrimination and bullying will be increased.</p>
Measures	Measures
<p>The University has a zero tolerance policy against inappropriate behaviour harassment and bullying. The University has clear procedures for responding to inappropriate behaviour, harassment or bullying.</p> <p>Responsibility: <i>operative management, People and Culture unit</i></p> <p>The University has a model for early intervention and support. Issues will be addressed before they escalate. All supervisors must be aware of their responsibilities and the procedures for responding to inappropriate behaviour. To ensure this, a sufficient amount of orientation and personnel training will be organised.</p> <p>Responsibility: <i>People and Culture</i></p> <p>The University will increase awareness of the instructions and procedures concerning the prohibition against inappropriate behaviour and harassment across the community.</p> <p>Responsibility: <i>operative management, People and Culture, Equality Committee, Student Union</i></p>	<p>The University will update the instructions concerning discrimination, harassment and bullying. The University and Student Union will collaborate to draw up clear flow charts for the processes of addressing harassment, bullying and inappropriate behaviour experienced by students or staff.</p> <p>Responsibility: <i>People and Culture, Student Union</i></p> <p>The University has appointed both male and female harassment contact persons. Staff members may also report harassment by contacting our occupational health and safety specialists.</p> <p>Responsibility: <i>People and Culture</i></p> <p>All employees are introduced to the procedures for preventing and responding to harassment.</p> <p>Responsible party: <i>People and Culture</i></p>

IV Education and teaching

Tampere University is committed to equal access to education and to ensuring that equality and non-discrimination principles are observed in student admission, teaching arrangements and student assessment. The university community should identify and address any factors that make it harder for students to participate in the operations of the university community. The opportunities for participation may not depend on wealth, social status, age, stage in life or other factors related to a person.

Legal requirements	Goals of our multidisciplinary and diverse University
<p>As a provider of education, the University must ensure that everyone has the same opportunities for education and professional development regardless of their gender and that teaching, research and instructional material support equality.</p> <p>Teaching and instruction must promote equality and non-discrimination in terms of content and methods.</p> <p>The equal treatment of students and the prohibitions against discrimination must be taken into account in the provision of education as a whole. All students must be offered equal opportunities to study and complete their degrees in time.</p> <p>As a provider of education, Tampere University is committed to preventing discrimination based on gender identity or gender expression in a goal-oriented and systematic manner.</p>	<p>The University will provide equal and accessible services for students.</p> <p>Instruction materials, teaching methods, educational technology and assessment methods must treat everyone equally. Teaching methods do not include discrimination on ideological or religious grounds, for instance.</p> <p>Accessible instruction is easily approachable. An accessible learning environment is physically, mentally and socially accessible. The efforts to increase accessibility support the realisation of de facto equality between students. The University will issue clear instructions concerning accessibility in education (including requests for special arrangements).</p> <p>Planning that fosters equality and supports equal treatment is part of curriculum development and the development of supervision.</p> <p>According to the University's guidelines for academic guidance and counselling, the University in its role as a provider of education and guidance will ensure that all students have equal opportunities to complete their studies.</p> <p>Regardless of their nationality, social background and wealth, all students will have the opportunity to study according to their academic competence.</p>

Measures	Measures
<p>The University will ensure that applicants are treated fairly in the student admission process. The admission criteria for undergraduate and postgraduate studies are transparent and justified. The admission process will be developed from the point of view of accessibility. The procedure for requesting special arrangements will be reviewed and evaluated regularly.</p> <p>Responsibility: <i>Education and Learning</i></p> <p>The University will monitor student admission processes from the point of view of equality.</p> <p>Responsibility: <i>Education and Learning, degree programme planning committees</i></p> <p>Both the University and the Student Union will monitor student perceptions of equality and non-discrimination as well as accessibility by conducting student surveys and collecting feedback.</p> <p>Responsibility: <i>Education and Learning, Operations Management and Planning, Student Union</i></p>	<p>Tampere University will contribute to improving the equality and accessibility of national student admission processes.</p> <p>Responsibility: <i>Education and Learning, other parties involved in student admission</i></p> <p>In a competence-oriented curriculum, the required levels of performance are described for different grade levels, which helps to ensure that student assessment is not based on factors related to a student's personality.</p> <p>Responsible parties: <i>staff, degree programme planning groups and faculties/units</i></p> <p>Teachers will be advised to use accessible study materials, teaching technology and teaching and assessment methods that treat everyone equally and to guide students to act fairly.</p> <p>Responsibility: <i>faculties/units, degree programme planning committee, staff who support the development of learning environments</i></p>
<p>Students' gender, age or other personal reasons do not affect the assessment of coursework or study guidance.</p> <p>Responsibility: <i>staff, all parties involved in study guidance</i></p> <p>The University will increase the availability of flexible study opportunities, such as alternative modes of study, to facilitate the balancing of personal and professional life and studies and to enable students to make effective academic progress.</p> <p>Responsibility: <i>Education and Learning, curriculum committees</i></p>	<p>The University will improve the implementation of de facto equality by working to minimise physical, cultural and IT-related obstacles. This will require diversity training and instructions that support the efforts to improve accessibility.</p> <p>Responsibility: <i>People and Culture, Education and Learning, Facilities Management</i></p> <p>The University will assess student admission and different study paths from the points of view of equality and equal treatment.</p> <p>Responsibility: <i>Education and Learning, Education Council</i></p> <p>When developing teaching and related support services, the University will increase awareness among teachers and students of the option to request arrangements to accommodate students with a diagnosed learning difficulty, illness or other disability.</p> <p>Responsibility: <i>Vice President for Education, degree programme planning committees, staff, Education and Learning</i></p> <p>The University will take measures to prevent and promptly address any discrimination based on ideological and religious grounds.</p> <p>Responsibility: <i>curriculum committees in the faculties/units, staff, Education and Learning</i></p>

The University will improve the accessibility of education and consider the diversity of the overall university community as well as that of applicants and students in its marketing and communications.

Responsibility: *Communication, Brand and Marketing*

The University will improve the accessibility of campuses, buildings, facilities and learning environments in connection with renovation, alteration and construction projects. Gender diversity will be taken into account when making plans and changes. Accessibility will also be taken into account in the maintenance of the buildings.

Responsible parties: *Financial Services, Facilities Management*

A scholarship system based on academic merits ensures that students from non-EU/ETA countries who are subject to the tuition fee are also able to study with us. The University will also explore other scholarship opportunities offered by other countries and companies. The University will collaborate with national stakeholders to determine how the introduction of tuition fees affects international students' possibilities to study and their well-being and will take appropriate measures in response to the results.

Responsibility: *Education and Learning*

V Research

The University supports the career advancement of researchers from different backgrounds by taking into account the principles of equality and non-discrimination. The goal is that all people who undertake research at the University have equal opportunities for career advancement and/or development.

Legal requirements	Goals of our multidisciplinary and diverse University
<p>Finland's Constitution safeguards the freedom of science. The freedom of science includes the right of researchers to choose their research topics and methods and to publish their research results. The freedom of science is closely related to freedom of speech. Researchers must be able to present their research results without fear of sanctions, threats or persecution. The University will adhere to the ethical principles of research and respect the basic rights laid down in the Constitution for scientific research.</p> <p>Doctoral students will be provided with fair and equal guidance and supervision.</p> <p>The University follows consistent, clear and transparent principles and criteria for allocating research funding.</p>	<p>The principles of equality and non-discrimination will be observed in the recruitment of researchers and in the admission of doctoral students.</p> <p>Doctoral students will receive equal support, supervision and assessment.</p> <p>The University follows fair and transparent criteria for making decisions about research tasks and funding.</p> <p>Where possible, the University will support the work of grant holders by offering them, for example, workspaces and access to the University's IT systems. In addition, their feeling of being a part of the university community will be strengthened with the help of everyday practices and opportunities for involvement.</p>
Measures	Measures
<p>The University will monitor and promote the achievement of equality and non-discrimination goals concerning the terms of employment that apply to people conducting research.</p> <p>Responsibility: <i>Vice President for Research, People and Culture</i></p> <p>Where possible, an equal number of men and women will be appointed as pre-examiners and opponents of dissertations.</p> <p>Responsibility: <i>Faculty Councils, doctoral committees</i></p> <p>The aim is to take the demands of employees' personal life into account in the organisation of research activities as far as possible.</p> <p>Responsibility: <i>deans/heads of unit</i></p>	<p>Tampere University will merge the Human Resources Excellence in Research (HRS4R) activities of the former University of Tampere and Tampere University of Technology. The new HRS4R strategy for fair and transparent recruitment and the promotion of the status and career of researchers will be drafted by 2020. The first external assessment of Tampere University's HRS4R activities will be carried out in 2020.</p> <p>Responsibility: <i>Operations Management and Planning</i></p> <p>Where possible, vacancies for doctoral researchers and tenure track employees will be internationally advertised. International candidates and women will be encouraged to apply for the positions.</p> <p>Responsibility: <i>faculties, deans/heads of unit</i></p> <p>In line with the guidelines of Tampere University for academic guidance and counselling, supervisory plans will be drawn up for each doctoral student to support the overall development of their set of skills.</p> <p>Responsibility: <i>faculties, supervisors, Education and Learning</i></p>

	<p>The University's will adhere to research funding principles that are not directly or indirectly discriminating. Funding periods will be extended to accommodate family leaves. Taking family leave will not have a negative effect on hiring decisions.</p>
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Responsibility: operative management, faculties, People and Culture

Follow-up and assessment of equality and non-discrimination goals

The University monitors and assesses the achievement of the equality and non-discrimination goals by assessing the implementation of this policy and the overall operations of the University. The follow-up and assessment processes are part of the overall operations management, planning and assessment procedures.

The Equality Committee will assess the achievement of the goals and the measures taken and prepare reports on the realisation of equality and non-discrimination when the validity period of this policy ends. The findings presented in the report will be used as a basis for drawing up a new policy. The realisation of the goals will be assessed based on the materials produced in connection with operations management (such as annual reports, salary surveys, staff well-being surveys, faculty/unit-specific assessments of curriculum development, student surveys) and with the help of separately collected materials. In the case of personnel and study statistics, as well as staff well-being surveys and student equality surveys, the results will also be reviewed against the results achieved in earlier periods to receive long-term information on equality and non-discrimination trends.

Comparable information on the status of human resources and personnel, including the realisation of equality, non-discrimination and accessibility, will be collected on an annual basis. This information will be communicated to the faculties and units to support human resources planning. The faculties and units will assess the realisation of long-term equality and non-discrimination goals and set new goals for the coming years as a part of their human resources planning. The faculties/units and the Research Council will be responsible for monitoring and assessing the promotion of equality in research.

The Vice President for Education, the faculties and the Education and Learning unit will be responsible for monitoring and assessing the promotion of equality and non-discrimination in the context of studies. The Education and Learning unit will be responsible for generating follow-up information on student admission and for conducting student surveys and reporting their results. The Education and Learning unit will provide faculty/unit-specific follow-up information to the faculties and units to support the work of curriculum committees and to the Education Council for making conclusions at the university level.

The Education and Learning unit will provide guidance and statistics as part of coordinating curriculum development. The unit will help ensure that the principles of equality and non-discrimination are observed in teaching and instruction as a part of the planning activities. When curricula are assessed and renewed, the achievement of related equality and non-discrimination goals will also be evaluated.

In addition, the Equality Committee may carry out separate equality and non-discrimination surveys in cooperation with the University's specialists and utilise the results when assessing the status of equality and non-discrimination at the University. In the future, internal audits may be conducted to support equality and non-discrimination at a faculty/unit level. The Equality Committee may be assigned the responsibility for implementing internal audits in this area. The Equality Committee's tasks may also include limited assessment and development tasks assigned by the President in order to address any shortcomings or to promote equality, non-discrimination and accessibility.

Table 1. Annual equality monitoring procedures, materials and responsibilities.

PROCEDURE/TIME/RESPONSIBILITY	FOLLOW-UP MATERIAL or REPORT/RESPONSIBLE PARTY	
	HR issues	Education, studying and scientific postgraduate studies
UNIVERSITY LEVEL		
<p>Financial statement preparation/from the end of the year to the following spring</p> <p>Staff well-being survey/every second autumn</p> <p>Staff statistics/beginning of the year</p> <p>Annual planning/beginning of the year/university level and faculty/unit level</p> <p>Student survey/yearly/Education and Learning</p>	<p>Annual report/<i>Financial Services, Facilities Management</i></p> <p>Staff well-being report/<i>Education and Learning</i></p> <p>Staff statistics/<i>People and Culture</i></p> <p>Generating and compiling information on the status of HR resources: Salary/<i>People and Culture and the assessment groups</i> Recruitment/<i>People and Culture</i> Family leave/<i>expertise and culture support service</i> Career model/<i>People and Culture</i> Well-being at work/<i>People and Culture</i></p>	<p>Generating and compiling information on student selection and curriculum work: Vice President for Education, parties involved in student admission, <i>Education and Learning</i></p>
FACULTY/UNIT LEVEL		
<p>HR planning as a part of operative and financial planning of the faculty /autumn – equality and non-discrimination planning</p>	<p>Faculty/unit-specific information to support HR planning Workplace surveys and other unit-specific material</p>	
<p>Curriculum work/spring</p>		<p>Faculty/unit-specific information to support curriculum work Student feedback/<i>curriculum committees, doctoral activities</i></p>

Table 2. Long-term assessments on the progress of equality.

PROCEDURE/TIME/RESPONSIBILITY	FOLLOW-UP MATERIAL	
	HR issues	Teaching, studying and scientific postgraduate studies
UNIVERSITY LEVEL		
Assessment on the progress of equality and non-discrimination /every 2 years /Equality Committee	Annual reports /Financial Services, Facilities Management Personnel statistics /People and Culture Salary surveys /People and Culture Staff well-being surveys /People and Culture	Faculty/unit-level assessments of how the equality and non-discrimination targets included in curriculum development are met /Vice President for Education, Education and Learning Student surveys /Education and Learning, Operations Management and Planning
FACULTY/UNIT LEVEL		
HR planning as a part of operative and financial planning of a faculty /assessment of the equality and non-discrimination goals related to personnel /faculties/units	Faculty/unit-specific statistical material /Operations Management and Planning Materials compiled by the faculty/unit	
Curriculum assessment /every 3 years – assessment of the equality and non-discrimination goals included in curriculum work as a whole /faculties/units		Statistics on student surveys for the units /Operations Management and Planning Materials compiled by the faculty/unit