



**FILIPSTADS
KOMMUN**

Equal Treatment Plan

The Municipal Adult Education

Our view

Everyone will be respected at our school and no one should feel offended, harrassed or discriminated.

Every adult and student should take their responsibility and pay attention to all kinds of offensive treatment.

Both school staff and students can become guilty of harassment and offensive treatment.

Discrimination, harassment and offensive treatment

Discrimination is when a student is treated worse than others in relation to the aspects that are listed below.

- gender
- ethnicity
- religion/belief
- disability
- sexual orientation
- age
- gender identity

Something that harassment and offensive treatment have in common is that it involves behaviour that violates a student's dignity, but has no connection to the foundations of discrimination.

Harassment and offensive treatment can be:

- physical (punches and pushes)
- verbal (threats, curse/swear words, inappropriate names)
- psychosocial (exclusion, gazes, the fact that everyone leave when you arrive)
- texts and pictures (notes, photographs, text messages, messages on different online communities)

Sexual harassment can be:

- unwelcome advances or requests for sexual favors
- unwanted physical contact
- unwelcome sexual innuendos, gazes, whistling and comments about appearance.
- sexual slurs, pornography and derogatory jokes about a student's gender.

Harassment can be related to the foundations of discrimination while offensive treatment has no connection to them.

This is how you report/file a complaint:

You can report/file a complaint if you or someone else has been exposed to or has dealt with discrimination or any other offensive treatment:

- In the first place, you contact your teacher, either by email or the communal phone number: 0590-61100
- You can also contact the principal of the Adult Education and SFI, Peter Ramqvist on 073-040 77 97.