



# Equality Programme 2024 of the Student Union of the University of Turku

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## 30 1. Introduction

31 TY Y Equality Programme is a statement approved by the Student Union Council on  
32 the objectives of the equality work of the Student Union. The programme  
33 supplements the equality stands stated in the political agenda of the Student Union  
34 and the strategic objectives. First of all, it is intended as a tool for TY Y's internal  
35 organs. Equality is one of TY Y's key values. In order for all the elements of the basic  
36 task it is vitally important that a student feels themselves equal member of the  
37 university community. In addition to the university and the society, the activities of  
38 TY Y organisations have a large significance in realising equality in the everyday life  
39 of the university community. This programme is thus not only to guide TY Y's  
40 activities but also to state on the contents of the Equality Guide intended for TY Y  
41 members. The equality of the university community is also the responsibility of its  
42 members.

43 The objective of TY Y's Equality Programme is an equal university community and  
44 society. TY Y is a feminist and anti-racist actor. By realising its Equality Programme,  
45 TY Y aims at students being able to fulfil themselves without fear of discrimination  
46 at the university, TY Y organisations and everyday life outside the university  
47 community.

48 According to the Constitution of Finland, people are equal before the law. it is also  
49 stated that "No one

50  
51 shall, without an acceptable reason, be treated differently from other persons on  
52 the ground of gender, sexual orientation, ethnic background, origin, nationality,  
53 language, age, disability, religion, conviction, health, study discipline, family  
54 relations, political activities, opinion or other person-related reason." (Constitution of  
55 Finland section 6(2)). The Equality Act in force since the end of 2014, interdicts  
56 discrimination in addition to the characteristics mentioned in the Constitution  
57 (except for sex) with regard to the following bases related to person: citizenship,  
58 political activity, trade union activities, family relations and sexual orientation.  
59 Gender equality and its promotion is separately discussed in the Act on Equality  
60 between Women and Men, which also interdicts discrimination based on gender  
61 identity and expression of gender.

62 Equality legislation binds both the university and TY Y. The university should  
63 promote and assess the realisation of equality from the perspectives of both an  
64 employer and an education organising party. With regard to TY Y, the obligation  
65 primarily concerns TY Y as an employer. In addition, the Student Union shall also  
66 promote the realisation of equality wider – the purpose of the Student Union is to  
67 "serve as a link among its members and to promote their societal, social and  
68 intellectual aims as well as those related to studying and to the societal status of  
69 students" (University Act 46 Section 1).



## 70 1.1 Reading instructions

71 In order to reach objectives, sectors or actors responsible for them and measures  
72 supporting the reaching of the objectives have been entered. In each objective, the  
73 parties mainly responsible for promoting the aim and measures is written. These  
74 sectors at TYY Office include social affairs (sopo), academic affairs (kopo), equality  
75 (yv), international affairs (kv), organisations and the main sector. In addition, TYY  
76 harassment contact persons, Student Union Council Chairs (epj) and the Student  
77 Union Council committees are mentioned.

78 Objectives and measures have been divided under four main headings; Sectors in  
79 promoting equality; Student Union of the University of Turku (TYY), organisations  
80 and the university and the Student Union. Section six presents the measures for the  
81 follow-up of the document. In addition, the reading of the document is supported  
82 by the term-definition document available at TYY website and Equality Guide  
83 intended for TYY's wider audience.

84

## 85 2. Sectors to promote equality

86  
87 This section introduces aims and measures of the equality programme thematised  
88 into operational areas to which the Student Union should pay attention. The  
89 contents of the sectors include 1) students of different age, 2) origin, ethnic  
90 background, nationality and language, 3) religion, world view and conviction, 4)  
91 political and trade union activities, 5) family and care relations, 6) sex, gender,  
92 gendered features of the body and sexual orientation and 7) health and disability.

### 93 2.1 Age

94 Age-based discrimination refers to activity that prevents or makes it difficult for a  
95 person to participate in the activities of the Student Union or the student  
96 community due to their age. The young operational environment may make it more  
97 difficult for the older students and employees to participate in the activities. TYY  
98 aims at promoting the participation of people of all ages and pursue to decrease the  
99 hindrances that may cause equality among people of different ages.

100 **Promotion of student interests considers students of different age and in different**  
101 **life stages.** (kopo, sopo, yv and chairs of all organs)

- 102 – The different age groups and life situations of students are taken into  
103 account, for example, when preparing member questionnaires in order to  
104 find information on the special needs of the students of different age and  
105 with different life situations, in tutor and organisational training, when  
106 chairing all TYY organs, in statements and comments.  
107



108  
109

## **2.2 Origin, ethnic background, nationality and language**

110 The Student Union of the University of Turku is an international and multicultural  
111 community. TYY actively promotes equality based on origin, nationality ethnicity  
112 and language in its activities.

113 **The official language of TYY is Finnish, but TYY communicates regularly bilingually:**  
114 **Finnish and English.** (kv, event sector and TYY Executive Board, Communications)

- 115 – Calls for TYY's different actor groups are always published in Finnish and  
116 English.
- 117 – In the internal communication of TYY's actor groups, English is always used  
118 alongside Finnish, when there are persons who cannot speak Finnish.
- 119 – International students are observed in TYY's events, for example, by hosting  
120 the events in English and Finnish.
- 121 – A student environment is created with a non-biased atmosphere respecting  
122 diverse cultures and origins.
- 123 – Activities and events are organised and promoted where Finnish and  
124 international students meet.
- 125 – In the marketing and realisation of TYY events, the diversity of cultures and  
126 origins is taken into account and openness is pursued.
- 127 – Organisations are guided to respect cultures in the activities and everyday life  
128 of the organisations.
- 129 – International students are also involved in the decision-making of the  
130 Student Union Council.

131

132 **International students are also involved in the decision-making of the Student**  
133 **Union Council.** (Secretary General, epj, kv and Communications)

- 134 – English material is provided for Student Union Council groups so that they  
135 can communicate their activities and consult international students.
- 136 – It is also possible to participate in English in the meetings of the Student  
137 Union Council and the information events of TYY's decision-making bodies.
- 138 – Students are encouraged to apply to TYY's decision-making bodies  
139 extensively also in English.
- 140 – Interpretation is organised for international Student Union Council  
141 representatives in the Student Union Council meetings.
- 142 – Documents guiding TYY's activities, agendas for Student Union Council and  
143 Executive Board meetings and lists of decisions and meeting appendices are  
144 also available in English.
- 145 – Communication on meetings of the Student Union Council and  
146 communication during the meeting is also conducted in English, e.g. in  
147 Instagram.
- 148 – In connection with the annual budget, it is determined which documents  
149 related to continuous activities should be published and funds from the  
150 budget are reserved for those.

151



## 152 2.3 Religion, world view and conviction

153 The Student Union of the University of Turku is an international and multicultural  
154 community and an anti-racist actor. Everyone must have a possibility to be part of a  
155 student community and TYY activities regardless of their religion, world view or  
156 conviction. In the operational environment, one strong view can also prevail without  
157 people being aware of it. TYY must create possibilities for presenting diverse  
158 perspectives and world views and their appreciation and respect. Work to minimise  
159 racism and other discriminatory treatment.

160 **Everyone can participate in TYY activities regardless of their conviction or faith.**  
161 (Sopo ja yv)

- 162 – Consider the diversity of religions and convictions and have a respectful  
163 approach towards them.
- 164 – Settling down and practice of religion is possible at the university.
- 165 – It is reviewed if the university has enough suitable calm premises for different  
166 religious people to settle down.
- 167 – Communicate on the university premises to settle down and practice one's  
168 religion every term.
- 169

## 170 2.4 Political or trade union activities

171 TYY is a pluralistic and political community within which views can strongly deviate  
172 from each other. The Student Union Council includes both party-political groups  
173 and independent groups.

174 The basic task of the Student Union is to “prepare students to become active, aware  
175 and critical citizens”. Party-political and independent organisational activities  
176 operate within TYY. In its activities, TYY reflects the stands approved by the Student  
177 Union Council.

178 **Different political orientations are visible in a wide-ranging manner in elections.**  
179 **Nobody's opinion is ignored due to party stance or participation in political activities.**  
180 (Secretary General, epj and Student Union Council groups)

181 ~~Election events with diversified contents are organised.~~

- 182 – Open and constructive discussion culture is upheld in TYY's events.
- 183 – All members of the Student Union Council have a safe and encouraging  
184 atmosphere to show their opinions.
- 185

186 **All members of the Student Union Council have a safe and encouraging**  
187 **atmosphere to show their opinions.** (Secretary General, epj and Student Union  
188 Council groups)



- 189 – In Student Union Council meetings and preparatory meetings, attention is  
190 paid to the distribution of addresses, proper behaviour and participation as  
191 well as encouraging atmosphere.  
192 – The principles of a safer space are followed at Student Union Council  
193 meetings.  
194 – Effort is made to make the members and deputy members of the Student  
195 Union Council a group and to know each other in order to create a safe and  
196 good atmosphere.  
197 – In TYY activities and communications, space is provided for presenting  
198 different views as long as they are in accordance with law and the principles  
199 of a safer space.

200  
201 **All members of the Executive Board have a safe and encouraging atmosphere to**  
202 **show their opinions.** (Chair of the Executive Board)

- 203 – The Executive Board creates rules for its term on how a safe atmosphere can  
204 be maintained even in difficult political debates.  
205 – A safe atmosphere is also ensured for diverging opinions and open debate.

206  
207  
208

## **2.5 Family and care relations**

209 Equality Act forbids discrimination due to family **or care relations**. Family relations  
210 refer to a person's partner, children, parents and siblings. TYY members include a  
211 large group of students with a family who balance between family life and studies  
212 and possibly work. A student with children refers here to a student who has an  
213 underaged child or children at their custody.

214 **The Student Union enables the participation of its members in the activities and**  
215 **decision-making regardless of being a parent or taking care of and elderly or sick**  
216 **close relative.** (Sopo ja yv)

- 217 – SYL guide to support students with a family is utilised.  
218 – The meeting of students with a family is enabled through events and  
219 communication. In this manner, finding peer activities is enabled.  
220 – Event descriptions include information on being family friendly.  
221 – Organisations are encouraged to organise events suitable for families.

222  
223 **It is easy to visit student cafeterias with children.** (Sopo ja yv)

- 224 – Influence Unica in order to have highchairs in student cafeterias and more  
225 affordable portions for children.

226  
227 **Students with a family and care duties are better aware of the possibilities to have**  
228 **an exchange period or internship abroad.** (Sopo and kv)

- 229 – Influence the university in order to raise awareness on Erasmus+ support.  
230



## 231 **2.6 Sex, gender, gendered characteristics of a body and sexual** 232 **orientation**

233 Nobody within TYY shall be discriminated or harassed due to their sex, gender,  
234 gendered characteristics of their body or sexual orientation. Harassment refers to all  
235 unequal or unwanted behaviour, for example, sexual harassment or bullying.  
236 Unequal behaviour means all behaviour that cannot be regarded as generally  
237 appropriate or that intentionally or factually insults another person or group. TYY  
238 promotes gender-sensitive thinking by dismantling stereotypes related to sex and  
239 gender. Real equality takes place when sex or other characteristics or traits related  
240 to an individual do not make it more difficult to operate in TYY or become a  
241 hindrance.

242 **TYY considers gender diversity in its activities.** (Sopo, communications, kv and yv)

- 243 – Sex-based terms and gendering, that is, categorisation based on gender, is  
244 avoided.
- 245 – When preparing questionnaires, we consider the necessity of asking the  
246 gender.

247  
248 **It is possible to express one's gender and sexual orientation disregard of gender or**  
249 **orientation.** (Sopo ja yv)

- 250 – Discussion on sexual and gender diversity is encouraged.
- 251 – Training related to sexuality and gender diversity is organised for the  
252 members together with the equality committee of the university.
- 253 – Campaigns dealing with sexuality and gender diversity are joined.

254  
255 **It is safe to participate in events regardless of gender or sexual orientation.** (Events  
256 and yv)

- 257 – The cis-straight normative and gendered habits and traditions of TYY events  
258 are reviewed and their normativity is dismantled and adjusted.
- 259 – A party is mentioned in events organised by TYY, which one can contact if  
260 one does not consider the event safe.

261  
262  
263

## **2.7 Health and disability**

264 The operational environment of the university has not been fully planned with  
265 consideration for the diversity of students' operational ability. A student may face,  
266 for example due to disability, defects in the realisation of equality. The Equality Act  
267 also obligates the Student Union to make reasonable adjustments in order to realise  
268 the equality of disabled persons. TYY aims at promoting the principles of  
269 accessibility at the levels of construction, participation and services, both in its own  
270 activities and when influencing outside parties.





271 Hindrances for students can be caused by the constructed environment and  
272 lacking support services, which are a prerequisite for equal studying and operation  
273 in the university community.

274 TYY's premises are accessible. (Secretary General, Executive Board Member  
275 responsible for premises, sopo ja yv)

- 276 – When renovating premises, accessible solutions are preferred, aimed at  
277 being realised whenever possible.
- 278 – When purchasing new premises, the accessibility of the premises is ensured  
279 and the most accessible solution is aimed to be selected.
- 280 – Accessibility in TYY premises is improved on the basis of an accessibility  
281 review.
- 282 – Establish the use of accessibility marks in TYY events.
- 283 – Instruct organisations to communicate the accessibility of events with ready-  
284 made text templates when the event is organised at TYY premises.
- 285 – TYY addresses the ableism expressed in the university community.

286  
287 **Students request and receive help in mental health problems in early phase. Talking**  
288 **about one's mental health problems does not label the person.** (Sopo, kv and yv)

- 289 – Influence FSHS mental health department to ensure sufficient resources.
- 290 – Bring up the parties offering mental health services in different campus  
291 cities.
- 292 – Communicate on mental health services and dealing with mental health  
293 issues also in English.
- 294 – Campaigns dealing with students' mental health problems are organised  
295 and annual students' mental health week is joined.
- 296 – Encourage organisations to participate in campaigns and to join the annual  
297 students' mental health week.
- 298 – Construct the culture of talking about student's mental health and train  
299 students to address the issue.

300  
301 **Disability is not a hindrance for student exchange or internship abroad (kv, sopo)**

- 302 – Increase information on Erasmus+ exchanges and grants.
- 303 – Influence the accessibility of student housing in campus cities.

### 305 **3. The Student Union of the University of Turku (TYY)**

306 With regard to this section, the objectives and measures primarily concern TYY as  
307 an employer and as an operational and work community. **Persons and** Parties  
308 operating under TYY include TYY Student Union Council, the Executive Board, the  
309 Wings and employees and committees and working groups appointed by the  
310 Executive Board and Student Union Council.

#### 311 **3.1. TYY's operational environment**





312 **TYY's activities are accessible** (sopo, harassment contact persons, main sector)

- 313 – Everyone involved in TYY activities is trained about equality and its  
314 promotion.
- 315 – Those involved in TYY's activities are trained on how to act when observing or  
316 facing hate speech, harassment, discrimination or racism.
- 317 – A feedback form is created at TYY website, where a problem may be informed  
318 in an anonymous manner. Clarify for those giving feedback what is the  
319 difference between anonymous and non-anonymous feedback.

320

321 **Everyone has equal possibility to apply and become elected in TYY activities.** (Main  
322 sector, administrative and organisation sector, communications sector)

- 323 – Calls are communicated in a multi-channel and multilingual form.
- 324 – In Student Union Council elections, election groups are encouraged to pay  
325 attention to accessible communication and the diversity of their candidates.
- 326 – TYY and the Central Election Committee address possible discriminatory or  
327 inappropriate Student Union Council election campaigning or advertising.  
328 There are measures and instructions to address them.
- 329 – Open the practices of appointing candidates, the election of the Executive  
330 Board and other elections in TYY communication channels.
- 331 – In election and recruiting situations, application criteria is applied equally in  
332 order not to allow protected personal characteristics to impact the elections.

333

334 **TYY's communications is accessible and equal.** (Communications Sector)

- 335 – TYY communications consider the readability of the material, such as  
336 contrasts and the separation of colours. Electronic material is produced to be  
337 compatible for reading devices.
- 338 – Activities and events are also widely communicated in English.
- 339 – When updating TYY website, Finnish and English version are updated  
340 simultaneously.
- 341 – TYY communications do not use stereotyping language or figures of speech,  
342 for example, related to different disciplines, cultures or minorities or discuss  
343 convictions in an insulting manner.

344

345 **Preparation of documents and presentations is open.** (Main sector, administrative  
346 and organisation sector)

- 347 – Agendas and public appendices for Executive Board and Student Union  
348 Council meetings are published at TYY website well before the meeting, if the  
349 documents do not include personal data.
- 350 – Members are provided with events to participate in the preparation of the  
351 documents with, for example, questionnaires or workshops

352



353 TYY provides sufficient services for students disregard of the study town. (Main  
354 sector, organisational sector, Satakunta student coordinator)

- 355 – Services reaching Satakunta campus students and service needs are  
356 reviewed and developed accordingly.
- 357 – Communication manners are developed between campuses.
- 358 – Hybrid participation possibility is organised in events and trainings for those  
359 who necessarily need it.

360

361 **All students feel welcome in the university community.** (Tutor sector)

- 362 – TYY persons responsible for tutoring and equality train those responsible for  
363 tutoring and tutors on student diversity, socioeconomic backgrounds,  
364 different minorities and their consideration in the university community as  
365 well as intersectional discrimination.

366

367 **All students receive support also in other issues besides studying.** (Social affairs  
368 sector)

- 369 – Utilise the events and campaigns of cooperation partners in order to raise  
370 awareness and increase peer activities.
- 371 – Student are guided to use low-threshold mental health services, such as On  
372 my mind activities, OpintoVartu and mental health path, and mental health  
373 page to be constructed on TYY website to provide peer support.

374

375

376

### **3.2 TYY as a work community**

377 **Everyone working at TYY Office knows the contents of the Equality Programme and**  
378 **knows how to promote its aims in one's activities.** (Social affairs sector, main sector)

- 379 – Equality training is organised for employees and the new Executive Board in  
380 the beginning of the year.
- 381 – A new employee is introduced to TYY's Equality Programme.
- 382 – Staff members are trained at least once a year and in addition when needed  
383 on equality issues.

384

385 **TYY Office staff annually increases their competence in equality in order to improve**  
386 **equality affairs.** (Equality sector)

- 387 – TYY persons responsible for tutoring and equality train those responsible for  
388 tutoring and tutors on student diversity, socioeconomic backgrounds,  
389 different minorities and their consideration in the university community as  
390 well as intersectional discrimination.

- 391 – TYY activities utilise material and training prepared by external parties to  
392 support equality work.



- 393 – Each sector follows and develops their equality activities annually and  
394 reports them in the annual report.  
395  
396

## 397 **4. Organisations**

398 Significant part of student activities and culture occurs in organisations, and  
399 organisations are very central actors in promoting equality. The objectives and  
400 measures of this section concern both TYY and organisations. In parts dealing with  
401 TYY, the emphasis is on the role of the Student Union as trainer of organisational  
402 activities and provider of counselling and support services. Organisations are trained  
403 and supported especially in organising events, communication, equal treatment of  
404 members and in creating an open and indiscriminatory atmosphere.

405 The most important measures available to TYY to promote equality in organisations  
406 include training, equality guide to support organisations and pointing the activity  
407 support applications of organisations. Aims and obligations concerning  
408 organisations are indicative, but they can be utilised in the grant criteria for activity  
409 support. When the measures discuss instructing, supporting or encouraging  
410 organisations, they refer primarily to Equality Guide and training. With the principles  
411 of a safer space, organisations are supported in creating an equal and safe  
412 atmosphere.

413

### 414 **4.1 Organisational cooperation**

415 **Organisations receive sufficient support and encouragement to realise equal**  
416 **activities.** (Sopo, organisations, yv, Support Committee)

- 417 – Organisations are encouraged to appoint an Executive Board Member for  
418 Equality.  
419 – Organisations are trained on TYY Equality Guide and instructions are  
420 provided for wide-ranging consideration of equality and addressing  
421 harassment situations.  
422 – Organisations know who are responsible for equality affairs at TYY.  
423 – The Equality Guide is easily accessible in Finnish and in English.  
424 – Equality perspectives are observed in a cross-cutting manner in other  
425 organisational training.  
426 – In providing points for the activity support applications, organisations'  
427 equality measures in accordance with this programme are taken into  
428 account.  
429 – Equality affairs are also discussed in the council for actors responsible for  
430 social affairs, and the organisational actors responsible for equality are also  
431 invited.  
432

433 **Organisations have an open atmosphere and discussion culture.** (Sopo ja yv)



- 434 – Organisations are trained and encouraged to create an equality plan or  
435 review and to agree on annual follow-up related to it.  
436 – Organisations are supported in processing internal conflict situations by  
437 providing counselling and discussion assistance, if necessary.  
438 – Organisations are instructed to communicate on TYY harassment contact  
439 persons and to have their contact details visible in the activities of the  
440 organisation.  
441 – Organisations are instructed in collecting and processing feedback related to  
442 equality matters.  
443 – Organisations are trained to acknowledge and notice the factors that  
444 promote and decrease the equality of their activities.  
445

446 **Students can participate in organisational activities disregard of their personal**  
447 **characteristics and health.** (Sopo, organisations and yv)

- 448 – The understanding of the organisations on the diversity of students and the  
449 accessibility of organisational activities is promoted through training and  
450 communications.  
451 – Organisations are encouraged to cooperate with an accessibility designers.  
452

453 **Students with mental health problems receive support from the other students.**  
454 (Sopo, organisations and yv)

- 455 – Organisational actors and other students are provided with material and  
456 organised a training dealing with bringing up the issue and situations where  
457 one is concerned over another student's well-being.  
458 – Faculty organisations are trained and supported in order to facilitate  
459 communication on mental health issues to the faculties.  
460 – Increase mutual knowledge of the organisations and the university, for  
461 example, by communicating on On my mind project and OpintoVartu.  
462

463 **Students have the possibility to participate in student activities disregard of study**  
464 **town and wealth.** (Satakunta, organisations)

- 465 – Maintain and develop discussion contacts with the organisations at  
466 Satakunta campuses.  
467 – Organisations are encouraged to organise cost-free events and to provide  
468 various forms of participation, such as hybrid participation.  
469 – Organisations are encouraged to organise events which can be joined with  
470 less funds through e.g. more affordable options, discounts for students of  
471 limited means or through voluntary support fees.  
472

473 **In their promotion of student interests, organisations pay attention to the**  
474 **accessibility of studying.** (Sopo, kopo and yv)



- 475 – Organisational members for academic affairs are trained to observe  
476 especially the accessibility of teaching methods in their promotion of student  
477 interests.  
478 – Organisations are encouraged to bring up the accessibility affairs of studying  
479 premises and to move them forward.  
480

481 **Organisational premises are accessible.** (Sopo, organisations and yv)

- 482 – Organisations are supported and counselled in improving the social and  
483 physical accessibility of their premises.  
484 – Influence the university for more accessible organisational premises.  
485 – Organisations are encouraged to promote the accessibility of organisational  
486 premises.  
487

## 488 **4.2 Events and a safer space**

489 A safer space means the attempt to enable everyone's freedom to be themselves  
490 and participate in activities. In a safer space, harassment is prevented and  
491 addressed. Harassment refers to any activity or behaviour that is domineering,  
492 creates hostile or unpleasant atmosphere or threatens a person or a group of  
493 persons. The purpose of the principles is to increase the safety of operating at TYY  
494 and its organisations. The principles of a safer space guide members, event  
495 participants or other limited group of people with which they are influenced and  
496 committed to. Organisations can also use persons in their activities responsible for  
497 the equality of the activities event-specifically.

498 **The principles of a safer space are widely utilised in the university community.** (sopo,  
499 yv, organisations)

- 500 – Organisations create their own principles of a safer space by involving the  
501 community and taking into account different operational environments.  
502 – TYY updates its own principles of a safer space at least in connection with the  
503 programme update and they are easily accessible on the website.  
504 – The principles of a safer space are used in all events and they are visibly  
505 accessible.  
506

507 **Events do not pressure to use intoxicants.** (Sopo, yv)

- 508 – Organisations are guided to take intoxicant-free perspective into account  
509 when planning events.  
510 – Organisations are encouraged to organise intoxicant-free events.  
511 – In trainings, discussion is raised on alcohol culture and the use of alcohol.  
512

513 **The organisations know what TYY harassment contact persons do and can utilise**  
514 **them in their activities.** (Sopo)



- 515 – Organisations are annually trained on TYY harassment contact persons and  
516 their activities.  
517 – Organisations are instructed to process bullying and discrimination in events  
518 and activities immediately when observed.  
519 – Organisations are encouraged to prepare their own principles to address  
520 harassment situations and instructions are provided in the organisational  
521 guide.  
522

523 **The events of organisations review equality (sopo, yv, organisations)**

- 524 – The Boards are responsible for appointing equality managers, harassment  
525 contact persons or safety persons event-specifically.  
526 – Equality managers do not operate alone.  
527 – The contact details of the manager are clearly communicated to the  
528 participants of the event in order for them to announce their observations or  
529 experiences to the observer.  
530 – The equality manager does not take further actions without consent.  
531 – It is reviewed who can act under the title of a harassment contact person in  
532 order for it not to be abused and it maintains its significance.  
533

534 **Events do not include bullying, discrimination, harassment or racism. (Sopo, yv)**

- 535 – Organisations are trained on how to act when observing or experiencing hate  
536 speech, harassment, discrimination or racism in events of the organisation.  
537 – Organisations and their members are instructed to be in contact with TYY  
538 harassment contact persons in these types of situations.  
539 – Organisations are instructed to organised possibility to provide anonymous  
540 feedback with evens through which one can report improper behaviour with  
541 a low threshold.  
542

543 **Events are physically and socially accessible. (Sopo, yv)**

- 544 – Organisations are instructed to take different accessibility perspectives into  
545 account when planning events and selecting event premises.  
546 – Organisations are instructed to consider diverging diets in events at least  
547 when they are known in advance.  
548 – Organisations are instructed to inform the physical accessibility of event  
549 premises in the invitation.  
550 – Organisations are instructed to inform the rules of the event and possibility  
551 to provide feedback already in the event invitation.  
552

553 **Meaningful activities are available for each student in the student community.**  
554 (Sopo, organisations and yv)

- 555 – Organisations are encouraged to organise wide variety of events with  
556 different contents at different times.  
557 – Organisations are encouraged to monitor and review the needs of their  
558 members.





- 559 – Organisations are encouraged to market events and activities widely in  
560 different communication channels so that possible new members can find  
561 the activities of the organisation.  
562 – The activities of the organisations are widely communicated in different  
563 communication channels.  
564 – Organisations and members are encouraged to follow TYY communication  
565 channels.  
566

567 **Activities for international students are available elsewhere than only in the**  
568 **organisations directed for international students. (kv)**

- 569 – Organisations are encouraged to have bilingual (Finnish and English) events  
570 and to communicate them bilingually.  
571 – We act as a role model in bilingual communications for the organisations.  
572 – Organisations are encouraged to observe international students in Finnish-  
573 speaking events e.g. by interpreting the central matters of the event.  
574 – International tutors are encouraged to integrate international students as  
575 part of the organisations through example.  
576 – Organisations are encouraged to review the number of non-Finnish speakers  
577 in their activities and consider the increase of English communication, for  
578 example, through a monthly English compilation message.  
579 – Subject-specific organisations and international tutors are instructed during  
580 terms in order to reach international students.  
581

## 582 **4.3 Communications**

583 **Organisations' communications are accessible and equal. (communications, yv)**

- 584 – Organisational actors are trained and instructed in taking into account the  
585 diversity of students in communication.  
586 – Organisational actors are instructed on the visual accessibility of  
587 communication.  
588 – Organisations are annually reminded to update the English website.  
589 – Organisations are encouraged to communicate in English everything that  
590 may relate to non-Finnish speakers.  
591 – Elections are bilingually communicated in Finnish and English.  
592

593 **Nobody is spoken of in the communication in an insulting manner. (kv,**  
594 **organisations)**

- 595 – Organisations are instructed no to use gendered, stereotyping, racist and  
596 otherwise discriminatory language or images.  
597 – Feedback from organisational communication is discussed with the  
598 organisations concerned, if necessary.  
599

## 600 **5. University and society**





601 As a promoter of students' interests, TYY has an obligation to observe and promote  
602 with its actions the realisation of equality at the university. University should treat  
603 students equally, provide equal possibilities for studying and also ensure sufficient  
604 support services for studying. The aims of this section function as the guiding  
605 principles in TYY's promotion of student interests.

606 As a Student Union, TYY is also an active social actor, participating in the public  
607 debate outside the university community. Equitable, accessible and non-  
608 discriminatory society promotes the participation and social aims of both students  
609 and other individuals.

## 610 **5.1 University**

611 **Students participate in the equality work of the university.** (Sopo, yv)

- 612 – Participate in making the equality plan of the university and monitor its  
613 realisation.
- 614 – Ensure that students are involved in making the plan in an extensive manner.
- 615 – Students participate in the development of the university in different units of  
616 the university in all faculties. (Sopo, kopo)
- 617 – Encourage students to become involved in different working groups and  
618 bodies.
- 619 – Influence so that students are represented and consider them in different  
620 groups are widely as possible.

621  
622 **Education is accessibly organised.** (Sopo, kopo and yv)

- 623 – Participation in drafting the instructions for accessibility and individual  
624 studying arrangements and monitoring its realisation.
- 625 – Students are informed of study arrangements at TYY website.
- 626 – Increase students' awareness on special arrangements at the university.
- 627 – It is promoted that university computers support reading machines and  
628 other assisting programmes for accessibility.
- 629 – Student-benefiting, flexible and diversified study completion possibilities are  
630 promoted.

631  
632 **University is an accessible environment.** (Sopo ja yv)

- 633 – It is promoted that signboards are made more accessible for visually  
634 impaired and non-Finnish speakers.
- 635 – Accessibility-hampering places are reviewed together with the university.
- 636 – Solutions are reviewed together with the university to make the university hill  
637 and other inaccessible places of the university more accessible for the  
638 physically impaired.
- 639 – Influence in order to increase gender-neutral toilets and locker rooms at the  
640 campus and in the sports services of the university.
- 641 – The accessibility of the intranet of the university is improved by actively  
642 delivering feedback received by TYY concerning intranet to the university.



643 – Cooperate actively with university communication in order for the  
644 information to widely reach students.  
645

646 **Students coming from different backgrounds are openly welcomed in teaching**  
647 **and tutoring events. (Sopo, kopo)**

648 – Influence so that the university and the faculty emphasise already at  
649 introductory lectures that university life includes respecting fellow people  
650 and accepting diversity.

651 – Make equality affairs easily accessible and integrate them into everyday life,  
652 for example, through a low-threshold campaign, in the beginning of the  
653 term.

654 – It is promoted that the university regularly asks students whether they have  
655 met or observed discrimination, insulting talk, racism, **sexism** or other similar  
656 behaviour.

657 – It is ensured that situations deemed problematic by students are discussed  
658 with the person/people concerned, if necessary.  
659

660 **Nobody is bullied at the university. Bullying events are revealed and processed duly.**  
661 **(Sopo, yv)**

662 – It is ensured that the university has easily accessible information on how to  
663 act if one faces bullying personally or observes it.

664 – Eventual bullying events are processed by utilising OpintoVartu and  
665 mediation.

666 – Support and guidance are provided for the bullied.

667 – A campaign against higher education bullying is organised ~~annually~~.  
668

669 **Mental health problems do not create a hindrance for studying. (Sopo, yv)**

670 – Promote sufficient study psychology resources and availability of services for  
671 low-threshold study support.

672 – Prevention or mental health problems is promoted so that teaching aiming  
673 at supporting study methods is included in the start of studies.

674 – Communicate Kela support to which students are entitled in different life  
675 situations in order for them to be able to apply and use them.

676 – Communicate services provided by OpintoVartu and encourage  
677 organisations to communicate on services supporting studies to their  
678 members.  
679

680 **Family and studying can be seamlessly fit together. (Sopo, kopo and yv)**

681 – The teaching staff is encouraged to have a positive approach towards  
682 children in teaching situations.

683 – Short-term child-caring possibilities during lecture times are reviewed and  
684 promoted.



685 – It is promoted that the teaching staff also informs in the course descriptions  
686 on the schedules of eventual small groups related to the course.  
687

688 **Students are in an equal position regardless of their background or external factors.**  
689 (Sopo, kopo and yv)

- 690 – The university provides special support for those in need.  
691 – Encourage the university to move to gender-sensitive communication.  
692 – Encourage the university on stereotypes and the fields of promoting equality.  
693

694 **Different cultures are seen as a strength of the scientific community. University has**  
695 **zero tolerance towards racism.** (Sopo, yv)

- 696 – It is reviewed if the university has clear practices to address racist events, with  
697 regard to both staff and students.  
698

699 **International students receive sufficient support to act in the Finnish academic**  
700 **community.** (Sopo, kopo and kv)

- 701 – Tutoring of international students is planned together with the university.  
702 – Promote increasing the quality and amount of English teaching alongside  
703 different domestic and foreign languages in different subjects.  
704 – Provision of sufficient Finnish teaching for international students is  
705 promoted.  
706

## 707 **5.2 Society**

708 **TYY contributes to the development of an equal society.** (sopo, pj, yv)

- 709 – Campaigns and events aiming at promoting equality are participated, such  
710 as Pride or anti-racist activities, inviting organisations to join.  
711 – Equality perspective is upheld in public debate and statements.  
712 – TYY addresses sexism, homophobia, transphobia and other similar forms of  
713 discrimination.  
714

715 **Special groups are taken into account in student housing in a cross-cutting manner.**  
716 (Sopo, yv)

- 717 – Influence work related to student housing emphasises the consideration of  
718 special groups and accessibility.  
719 – TYS and the university are influence in order to guarantee a reasonable  
720 amount of apartments for international students.  
721

## 722 **6. Assessment of the realisation of the programme**



723 The realisation of the equality programme is annually monitored. Wide-ranging  
724 review on the realisation of the aims is made with the mid-year review and annual  
725 report. Main responsibility for the monitoring lies at the Executive Board Member  
726 for Equality and secondary responsibility lies at the Specialist for Social, who evaluate  
727 the long-term realisation of the targets with the help of other TYY Office. In  
728 connection with the assessment made in connection with the mid-year review, the  
729 Annual Report includes a section dealing with equality, drafted by the Executive  
730 Board Member for Equality at the end of their term.

731 Objectives can be assessed with three steps in accordance how they have been  
732 developed throughout the programme period. The realisation of the more concrete  
733 measures is assessed in the scale: realised - partly realised - not realised for each  
734 calendar year. In order for the follow-up to be easier in the coming years, the review  
735 report can include verbally how the measure has progressed and what should be  
736 done next to promote the measure. The assessments of different years are entered  
737 in one and the same document in order for the monitoring A deeper assessment of  
738 the progress of the programme is provided in the middle of the programme period  
739 and finally to the entire Student Union Council either with the mid-year review of  
740 the Executive Board or the first meeting of the autumn term. In the intervening  
741 years, the progress is more shortly described in the annual reports.