

# The Declaration of Equality of the Student Union of the University of Vaasa

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## INTRODUCTION

*No one may be discriminated against on the basis of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics. Discrimination is prohibited, regardless of whether it is based on a fact or assumption concerning the person him/herself or another. (Non-discrimination act 1325/2014 § 8.1)*

In the Student Union of the University of Vaasa, equality means respect, encouragement and adaptation. Communality within our community is visible in appreciation towards our students' diversity in culture, events and communication.

The Declaration of Equality gives the guidelines for equal activity in our community. The independent associations among the student union will apply the declaration in the manner suitable for their purpose. In 2021, the implementation of the declaration will be mapped and it's contents updated when necessary.



## VISION

*The Most Equal Student Union in Finland*

MISSION	ACTION
<p><b>COMMUNALITY</b></p> <p><b>We respect</b> all members of our community regardless of their qualities, background, studies or beliefs. The communities acting within the Student Union promote dialogue between members of different fields.</p> <p>Each of us is <b>unique</b>. Our community accepts individuals just as they are.</p> <p>Members of our community <b>will be included</b> in all actions. Everybody has a chance to take part in the development of the activities within the limits of their time and ability.</p> <p>Our community has an <b>open discussion culture</b> and all our members are heard.</p>	<ol style="list-style-type: none"><li>1. The Declaration of Equality will be introduced among the associations and its implementation monitored.</li><li>2. The declaration of equality will be distributed through our channels, and to the new students through the tutor project.</li><li>3. Members of our society are included in our activity and decision-making by collecting feedback and setting up easy-to-reach working groups and committees.</li><li>4. Our community follows the <b>event organizing guidelines</b>.</li></ol>
<p><b>WELL-BEING</b></p> <p>The members of our society will have equal opportunity for <b>physical, psychological and social well-being</b>. We will take care that <b>no one in our society will be left alone</b>. Our society will actively prevent discrimination and recognize harmful operating models within its actions.</p> <p>The members of our community are aware of</p>	<ol style="list-style-type: none"><li>5. The quality of well-being services will be ensured by mapping the needs of our community, through e.g. affecting the services based on the results of surveys.</li><li>6. Information about the well-being services will be improved.</li></ol>



<p>the available support and services in connection with studies and life around them. Our community will make sure that the <b>well-being services are up to standard and easy to reach</b> by all members of the community.</p> <p>We will create an encouraging atmosphere for discussion on problems. <b>#OnOkei</b></p>	<ol style="list-style-type: none"><li>7. It is easy to come alone to our community's events and peer support groups.</li><li>8. The #OnOkei-campaign will be continued.</li></ol>
<p><b>ACCESSIBILITY</b></p> <p>Members of our community may have visible, invisible, physical, mental or psychological constraints. <b>Everyone's constraints must be taken into account</b> in all our community's actions and plans.</p> <p><b>The associations among our community are aware of the accessibility of their operations,</b> and prepared to act to improve it. Members of our community should have an opportunity to participate regardless of their inner or outer qualities.</p> <p>Our communication is honest and accessible reflecting the <b>diversity of our community.</b></p>	<ol style="list-style-type: none"><li>9. Expectations in our community will not be based on the inner or outer qualities of an individual.</li><li>10. Events should generally be accessible and free of harassment. The event description should clearly tell whether the event is accessible or not, and give contact information for the harassment contact person.</li><li>11. The premises used by our community should be built accessible.</li><li>12. Our communication will be open and take the diversity of our community into account.</li></ol>

**Up-to-date definitions for the terms used above can be found at [syrjinta.fi](http://syrjinta.fi)**