



Equality plan 2023/24

The Swedish Academy of Realist Art values the diversity of individual talents and creative potential that every student and faculty member can bring to the school. We recognize that we have the duty to ensure that everyone who enters the school building has a right to be treated in a fair and equitable way.

To achieve this we pledge to respect equal human rights of all our students.

We shall also respect the equal rights of our staff and other members of the community.

In particular, we will comply with relevant legislation and implement school policies and plans in relation to race and religious equality, disability equality and gender equality. Our plan is founded on Sweden's Discrimination Act 2008:567.

Responsibilities

The management team is responsible for:

- Making sure the school complies with relevant equality legislation and for ensuring that the school's Equality Plan and its procedures are followed.
- Making sure the Equality Plan is available and that all staff and students are aware of the content.
- Ensuring that all employees know their responsibilities and receive support in carrying these out.
- Taking appropriate action in cases of harassment, discrimination and/or bullying related to race, gender, sexual orientation, religion, age or disability.
- Ensuring that all employees are hired based on ability and aptitude only.

The Faculty and employees are responsible for:

- Dealing with and reporting any harassment that violates a person's dignity and that is associated with one of the grounds of discrimination sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- Being able to recognize and tackle bias and stereotyping.
- Promoting equal opportunities and good relations.
- Avoiding discrimination against anyone for reasons of ethnicity, disability, gender, age or sexual orientation.
- Keeping up to date with the laws on discrimination.

Monitoring the Equality Plan

The team for 2023/2024 consists of Lena Olsson, Anael Hester and Johan Wergeland

The Monitoring Equality team will:

- Assess and monitor the impact of the schools Equality Plan.
- Record incidents of harassment or discrimination and report them to the management.
- Outline how the school fulfills its general and specific duties in relation to the Equality Plan.