

PM for JML



KONGLIG
ELEKTROSEKTIONEN

Elektrien, 6th October u.n. 1000110 (2025 b.t.)

1 Background

The PM is a living document that must be revised when the organization demands it.

This PM applies to the Konglig Elektrosektionen board, committees, elected representatives and its members. The PM encompasses all activities organized by the Konglig Elektrosektionen, persons representing the Konglig Elektrosektionen and operations in the premises of the Konglig Elektrosektionen.

Everyone should feel safe and be treated with respect. Konglig Elektrosektionen should be a welcoming association where discrimination and harassment should not exist. The business being conducted must be permeated with an equality idea and equal treatment.

2 Responsibility

It is the responsibility of the Konglig Elektrosektionen safety representative (StURe), in consultation with the board and the Equality committee (EJN), to be responsible for maintaining the equality policy.

The Equality PM shall be lifted on the Board once per fiscal year to ensure that it is well known and up-to-date in its design. The Board must also report, in its business plan, how the PM is applied in the ongoing operations.

3 Commitments

- To work actively within the organization and operation for an inclusive culture that gives everyone the opportunity to feel involved and welcome.
- That the organization and operations are permeated with diversity and take into account the heterogeneity of the members.
- That everyone should be treated on equal terms.
- To have a business that is accessible and possible to participate in, whatever functional variation one has.
- To work to ensure that no one is discriminated against or treated differently according to the grounds of discrimination (gender, gender identity or expression, ethnic affiliation, religion or other beliefs, disability, sexual orientation and age).
- That harassment and other offenses should not occur. Offensive events must be followed up and prevented.
- That all of the Konglig Elektrosektion governance documents and policies are permeated by an equality integrated approach.

4 Definitions

4.1 Equality

That all individuals are of equal value, that they have the same status and respect.

4.2 Diversity

Variation of characteristics and background of individuals in a group.

4.3 Equal terms

That everyone should have the same opportunity regardless of their prerequisites.

4.4 Equal treatment

That all individuals are treated on equal terms.

4.5 Function variation

Functional variation clarifies a person's functional ability and how it differs from the norm. Functional variation refers to both the difficulties and benefits a person may have in certain situations. The concept highlights that everyone has a unique functional variation.

4.6 Discrimination

That someone is treated worse than someone else in connection with a ground for discrimination.

4.7 Ground for discrimination

There are seven grounds for discrimination that are covered by the law's discrimination ban: gender, gender identity or expression, ethnic affiliation, religion or other beliefs, disability, sexual orientation and age.

4.8 Gender

Gender means that someone is male or female but also includes people who plan to change or have changed their gender.

4.9 Transgender identity or expression

Refers to someone who does not define themselves as a woman or a man or expresses another gender. The term includes a person's mental or self-perceived gender image, and partly how someone expresses what can be called as the person's social gender.

4.10 Ethnic affiliation

Ethnic affiliation encompasses an individual's national affiliation and ethnic origin, skin color or other similar relationship.

4.11 Religion or other beliefs

Religion refers to religious views such as Judaism, Christianity, and Islam. Other beliefs include such beliefs that have their basis in or connection with a religious belief, for example Buddhism, atheism and agnosticism.

4.12 Disability

Disability refers to permanent physical, mental or intellectual limitations of a person's functional ability.

4.13 Sexual orientation

The sexual orientation a person has, for example, heterosexual, gay or bisexual.

4.14 Age

The life expectancy a person has reached.

4.15 Harassment

Is an act that violates someone's dignity and is related to the seven (7) grounds of discrimination. For example, comments, gestures or exclusion. If the harassment is of a sexual nature, then they are called sexual harassment.

4.16 Heterogeneous

Different groups and individuals with different backgrounds.

4.17 Norms

Norms are unwritten rules, ideas and ideals about how to live, act, be and look.