

Dominus ry
Guild for Social Sciences and Communications
Laserkatu 10 C/O LTKY
53850
Lappeenranta



EQUALITY PLAN

1. Introduction

This Equality Plan is the document that guides the activities of Dominus ry, through which Dominus commits to promoting and maintaining equal treatment of its members. The purpose of the Equality Plan is to ensure that the guild operates as such, that the guild's members' participation in the guild's activities will not be prevented on the basis of gender, age, sexual orientation, nationality, culture, language, religion or ability to function.

"LUT Universities promote non-discrimination in the university group's activities and pay special attention to equality and non-discrimination in accessibility, student admissions, teaching arrangements, assessments of study attainments, and measures that aim to prevent and eliminate all harassment, bullying and discrimination. Non-discrimination entails individual study arrangements if a student requires individual support for issues such as learning difficulties.

All of us at LUT Universities need to preserve the values of humanity on which our society is founded. Our university and student community are multicultural. We should be aware that all people have the same rights and liberties without distinctions based on race, colour, gender, language, religion, political or other views, nationality, social background, wealth, origin or other factors. One of the missions at LUT Universities is to educate competent and motivated people who are able to promote equality and non-discrimination." -LUT

Universities Equality and Equity Plan 1.1.2023-31.12.2024

This document guides the implementation of equality and equity in Dominus ry in the activities of its members and other persons working within its framework. Equality and equity must be taken into account in all activities of the guild, such as board work, events, tutoring, communication and informing.

2. Principles for a safer space

Dominus ry is committed to adhering to the principles for a safer space in all its events and activities. The guild has a designated harassment contact person(s) who can be contacted by guild members if they notice harassment or are harassed.

1. Racism, homophobia, transphobia, ableism or any other behaviour that offends humanity will not be tolerated at events and activities.
2. Do not assume anyone's gender, nationality, sexual orientation, culture, language, religion, values or ability.
3. Respect the integrity of others and everyone's right to their own space. Everyone also has the right to leave a situation or conversation that they find uncomfortable.
4. Everyone has the right to be themselves and to be respected as they are.
5. Everyone has the right to freedom of opinion and freedom of speech. However, what is said must not conflict with the principles for a safer space and everyone is responsible for what they say.
6. Be open to the opinions of others, even if they differ from your own. It is possible to discuss things constructively without offending others.
7. If you observe inappropriate behaviour, do not hesitate to intervene, report it or ask for help.
8. Be considerate of others and make sure everyone is heard. Make sure that your own or others' actions do not discriminate or exclude anyone.
9. If you offend someone, apologise.
10. Do not use degrading or alienating* language when speaking.
11. Avoid gossip and stereotyping.

*Alienating language describes the way people use language to include or exclude other people.

3. Communication and information

Dominus ry shall ensure that all communication and information is accessible to the members. Communications must be clear and easy to understand. Events and other matters concerning the guild's members are widely communicated through the guild's official information channels and social media in Finnish and in English.

4. Accessibility and accessibility

Dominus ry takes accessibility into account in accordance with the needs of the guild's members and we strive to enable everyone's participation in our events and activities. Where accessibility cannot be guaranteed, accessibility issues will be communicated in advance. A contact person for accessibility will be appointed for all events of Dominus ry who can be contacted confidentially for additional questions if necessary.

5. Events and activities

The pricing of events must be justified and take into account the different financial situations of the members, so that as many guild members as possible are able to participate in events regardless of their financial situation. Dominus ry also organises free events to ensure that every member has the opportunity to participate in events and activities.

Dominus ry also organises alcohol-free events and underlines that no one should be forced or pressured to drink alcohol at any guild event. It is also committed to providing a non-alcoholic alternative at events, if general drinks service is provided.

Dominus ry strives to accommodate special diets as widely and as diversely as possible. Events will always include at least plant-based catering, if general catering is provided.

By participating in Dominus ry events, you agree to follow the Dominus ry Equality Plan and the Dominus ry and LTKY Principles for a safer space. All Dominus ry events will have at least one named harassment contact person. If the harassment contact person is not the same person as the general guild harassment contact person, the contact information must be included in the event description.