

## **Action Plan 2025 for Equal Treatment and Opportunities**

### **Organization**

The department has a working group consisting of six members who work on issues related to equal opportunities. The group consists of an equal opportunities representative/HR manager, a senior researcher/GUA, a senior research specialist/director of doctoral studies, a postdoctoral representative, a student representative, and a doctoral studies administrator/communications officer.

### **Objective 1: Increase knowledge about equal opportunities among employees and students**

#### **Actions:**

- Provide contact information on whom to turn to if individuals feel harassed, discriminated against, or treated inappropriately. Information will be published on the department's websites and will also be discussed at departmental meetings, breakfast meetings, and other gatherings. Information material will be distributed to students and staff during the introduction – during this, we will particularly emphasize the importance of seeking help if harassment occurs. We have zero tolerance for harassment and discrimination! **Responsible:** HR manager, with the help of working group members.
- During the annual kick-off 2025, the Student Ombudspersons will participate to introduce themselves and inform about what they can and cannot help with regarding issues occurring during doctoral studies.
- An introductory meeting is held for newly admitted doctoral students in connection with the ISP seminars, where information about equal treatment and opportunities is provided. The doctoral student is given the opportunity to ask questions about the subject to the director of doctoral studies, the doctoral studies administrator, and the doctoral student representatives. **Responsible:** Director of doctoral studies. Additionally, each individual is responsible for their part of the introduction.
- The equal opportunities work at KI includes promoting equal rights and obligations, as well as eliminating all forms of discrimination, harassment, and bullying. This practically means that all employees at KI should treat others with respect and promote a safe and inclusive work and study environment.

Knowledge about discrimination and equal opportunities is important, and we recommend that employees complete this 1-hour web course in Canvas: [Equal Opportunities at KI](#)

- Ensure that all information about equal opportunities is available in both Swedish and English on the department's websites. **Responsible:** Communications officer

## **Goal 2: A positive psychosocial work environment**

### **Actions:**

- Organize social activities with the goal of increasing interaction and contributing to a safer work environment. Examples of such events: the annual kick-off, the departmental party, and breakfast meetings. Social gatherings at the Medical Association 4 times a year. **Responsible:** GUA and HR manager organize the first half of the year, then others in the group.
- During employee appraisals, the head of department encourages group leaders to be attentive to cases of discrimination or bullying in their respective groups. In such cases, the circumstances must be investigated, and measures taken. In turn, group and team leaders should raise these issues during their employee appraisals. We have zero tolerance for harassment and discrimination! **Responsible:** Head of department, group leaders, and team leaders.
- Increase knowledge and awareness among group and team leaders about the positive effects on the psychosocial work environment of good leadership. Encourage group and team leaders to participate in courses and seminars on leadership. **Responsible:** Head of department and administrative manager.
- The work with "OnkPat Ladies" continues to support female researchers at the department. **Responsible:** Brinton Seashore-Ludlow

## **Goal 3: Equal pay for equal work at the department**

### **Actions:**

- Identify gender-based pay differences during salary reviews to identify, resolve, and prevent incorrect differences. A discussion is held with managers during new hires and salary reviews to avoid unjustified pay differences between women and men. **Responsible:** HR manager