



LUND UNIVERSITY

Faculty of Science

Centre for Environmental and
Climate Research (CEC)

Gender equality and equal opportunities at the Centre for Environmental and Climate Research (CEC)

This document aims to highlight the importance of gender equality and equal opportunities at CEC, is made available on the CEC website, and is handed out to all guests and new personnel including PhD students. The purpose is to increase the quality of education, research and the work environment.

Within Lund University there is zero tolerance of discrimination.

Under the link <https://www.cec.lu.se/about-cec/equal-opportunities-and-equal-treatment> you find the policy of CEC and Lund University regarding gender equality and equal opportunities. Please read these! If you have any questions, or if something is unclear, ask your teacher/supervisor/head of division/department.

As a PhD student, employee, or guest at CEC *you have the right* to be respectfully treated by others, regardless of your sex, transgender identity or expression, ethnicity, disability, sexual orientation, age, religion or other beliefs.

As a PhD student, employee, or a guest at CEC *you are obliged* to treat others with respect, regardless of their sex, transgender identity or expression, ethnicity, disability, sexual orientation, age, religion or other beliefs.

You are also obliged to help ensure that the policies of Lund University are realized and that respect, tolerance and consideration reside within CEC.

The University is a secular institution, on the premises of Lund University you do *not* have the right to enforce your views/beliefs upon others or conduct organized religious meetings. The University is a place for intellectual discussions and discussions on all issues are welcome! The distinction between discussion and enforcing your views on others' needs to be respected.

If you become aware of any cases of discriminating behaviour, you should report this to a senior person who you feel comfortable talking to. This may for example be your supervisor, the head of CEC (Henrik Smith), your line manager or the safety representatives (Åsa-Katrin Erlandsson* and Wilhelm May). You can also seek support outside CEC by contacting the Occupational Health Centre at Lund University, or in the case of PhD students, the doctoral ombudsman (Aleksandra Popovic). The head of the CEC has the ultimate responsibility for handling these issues.

* Note: from 2019-7-7 onwards Niklas Boke-Olén has been proposed to the unions as Åsa's successor.