

**Equality Guide  
for the Organisations of  
The Student Union of the University of Turku**



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Designed in February 2018 .

Based on Equality Programme  
of TYY 2017–2020.



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# INTRODUCTION:

## What is the basis of equality at TYY?

The aim of the Student Union of the University of Turku (TYY) is to promote equal university community and society. In all its activities, TYY aims at students being able to fulfil themselves without fear of discrimination at the university, TYY organisations and everyday life outside the university community.<sup>1</sup> Organisations are part of TYY; therefore, their activities should also be equal and promote the well-being of their members.

The purpose of this guide is to provide TYY organisations with measures to improve the equality of their activities. The objective is that TYY organisations learn to identify discrimination, intervene in it, increase participation, assess activities and practices from an equality perspective and to perform measures increasing equality. The target is an operational culture that is physically, mentally and socially accessible, taking into account the diversity of students.

The Equality Guide is based on the Equality Programme 2017-2020 approved by TYY Student Union Council on 26 Oct 2016. The Equality Programme is available in [Finnish](#) and [English](#) at TYY website.

In order to promote and guarantee equality, there are several [Acts and agreements](#). According to the Constitution of Finland, people are equal before the law. In the Section on equality, it is also stated that “No one shall, without an acceptable reason, be treated differently from other persons on the ground of gender, sexual orientation, ethnic background, origin, nationality, language, age, disability, religion, conviction, health, study discipline, family relations, political activities, opinion or other person-related reason.”<sup>2</sup> Moreover, the Acts on Equality and the Act on Equality between Women and Men provide obligations on equal activities.

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<sup>1</sup> TYY Equality Programme 2017–2020

<sup>2</sup> Constitution of Finland Section 6(2)

This guide has been drafted to benefit student organisations, in particular.

Therefore, the guide goes through different situations and events typical for student organisations, through which the actors are encouraged to think about equality. The guide also includes several proposals for actions, in order to make the promotion of equality as easy as possible in the organisations.

Equality means taking into consideration different people. The aim of equal activities is that all community members would feel comfortable. A general guideline should be that one can never know if there is someone present who is offended by a certain type of discussion or behaviour. One can never know, for example, if someone has been the victim of sexual harassment or had alcoholism in their family. This is why organisations and individual actors should always think how e.g. a theme, song joke or number at an event can affect other people.

The first step towards the realisation of equality is to think whether one's words or acts can offend or discriminate against someone. Even if activities were not meant to be offensive, they can still offend people. Sensitivity towards the needs of other people is a measure that is not realised through entries and rules but in daily discussion and acts. Hence, equality is never "complete", but we realise it in our everyday activities.

If the contents of the guide or other issues related to equality raise questions, you can contact [TYY's Executive Board Member for Equality](#).

# 1. Glossary: short ABC to equality

**Equality** means that all people are equal regardless of their gender, age, origin, citizenship, language, religion and conviction, opinion, political or trade union activities, family relations, disability, health, sexual orientation or or other person-related reason.<sup>3</sup>

**Gender equality** is a more specific concept, which refers to the equality between genders, i.e. that individuals have equal societal tasks, rights and duties regardless of gender. When talking about gender equality, one should remember the diversity of genders and avoid binary (“man/woman”) position, which automatically excludes other genders and genderless people. Gender identity can only be defined by individuals themselves.

**Accessibility** means the equal possibility of everyone to participate in events and occasions regardless of their characteristics. Accessibility can mean, for instance, the accessibility of constructed environment or easily-read event posters with sufficiently large and contrasted event posters. *Psychological accessibility* can be seen as mental welfare and prevailing approving and sensitive attitudes in a community. Communities support and enable also the participation and sense of belonging of people with challenges with regard to mental ability. Social accessibility means, for example, welcoming and safe group where one does not have to fear being bullied or pressured.

*Physical accessibility* can mean, for instance, the **accessibility** of constructed environment or easily-read event posters with sufficiently large and contrasted event posters. Accessibility also means being free from impediments. Accessibility in the sense of being free from impediments refers to physical, constructed environment and the term supposes that there is a concrete impediment that needs to be removed. Accessibility is a wider concept, and does not presuppose an existence of impediment.

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<sup>3</sup> Act on Equality.

Direct **discrimination** refers to the unequal treatment of people on the basis that they belong to a certain group. Discrimination can be an individual act, or it can be the result of practices, rules and norms creating inequality. *Indirect discrimination* means that apparently neutral treatment leads to discriminating results. Indirect discrimination is often more difficult to notice than *direct discrimination* and therefore more common. Discrimination can be conscious and unconscious. Different forms of treatment can also be simultaneous, and it may not be possible to separate. Different forms of treatment include:

- Ableism, i.e. discrimination for disability or other health-related reason
- Ageism, i.e. age discrimination
- Racism, i.e. discrimination based on ethnicity or background
- Sexism, i.e. gendered discrimination
- Discrimination related to sexuality
- Discrimination related to social or economic position
- Discrimination related to religion, conviction or opinion

**Positive discrimination** means treatment which aims at de facto promotion of equality or abolishment or prevention of impediments caused by discrimination. Positive discrimination is not discrimination.

**Harassment** is the deliberate or de facto infringement of the dignity and integrity of a person or group of people by the creation of an intimidating, hostile, degrading, humiliating or offensive environment. Harassment can be verbal, non-verbal or physical, non-welcome behaviour. For example, degrading talk, suppressing others, bullying and non-welcome proposals and touching constitute harassment.



## 2. Inappropriate behaviour and harassment: Forms and how to intervene

### 2.1 General information

Inappropriate behaviour, harassment, bullying or discrimination is not acceptable in any form or situation. Every member of a community may influence the atmosphere in a community and everyone has a duty to promote equality by intervening in all inappropriate behaviour. Events should always be processed immediately in order to prevent the perception that the behaviour was socially acceptable.

According to reviews, the **forms of inappropriate behaviour** most often met by higher education students include different forms of bullying such as unduly criticism, disparagement and putting down related to studies, verbal attacks, mockery related to personal characteristics, hurting friend relations, excluding from a group or other indirect bullying. Physical harm to oneself or property or technology-mediated insulting or harassment occurs less often.

Experience of inappropriate behaviour can be created without the person in the bully position being aware of the harm caused by their behaviour. The victim of negative behaviour may feel defenceless or not in control of the situation.

**Harassment contact person** is the party, which victims of harassment or inappropriate behaviour can contact. The task of the harassment contact person is not to judge or punish anyone but to serve as discussion aide for a victim of inappropriate behaviour. If requested, the harassment contact person may be present when conflict situations are discussed, in case all parties agree to this. The harassment contact person does not provide professional help but in addition to discussion help they may guide the victim for appropriate help.

[TYYn harassment contact persons](#) can be contacted always when one has met inappropriate behaviour or harassment. The contacts are confidential, and the harassment contact person does not provide details on the contents or number of contacts for anyone.

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<sup>4</sup> Higher education students' health survey 2016, Lawyers' Association's bullying survey 2017.

## 2.2 Forms of inappropriate behaviour and harassment

Forms	Examples
Non-verbal messages for a person	Expressions and gestures
Questioning one's reputation or position	Incorrect information spread, talking behind one's back, mocking, humiliating or bullying
Excluding from a community	Not talking or banning others from talking to a certain person, not listening, restricting one from expressing one's opinion or interrupting constantly, separating to work in other premises.
Constant unduly criticism and harming one's work	Leaving outside communication, work disparaged or unduly assessed, providing inappropriate or disparaging or impossible tasks in terms of capability or left without work.
Violating one's personal integrity	Shouting, verbal and written threats, pushing into things, forcing or manipulation, attacks, direct violence, sexual harassment.

## 2.3 Inappropriate behaviour and harassment and intervention in organisations

Objectives	Measures
Organisation promotes operational culture based on equality, respecting others and free will. Organisation contributes to preventing bullying, harassment and discrimination events.	<p>Organisation has clear operational guidelines for processing bullying, harassment and discrimination events.</p> <p>Organisation provides its actors annual training on bullying, harassment and discrimination events and on intervening in those.</p> <p>Organisation appoints a person responsible for equality with the task to follow the realisation of equality in the organisation.</p>
Organisation intervenes in bullying, harassment and discrimination events.	The events are immediately processed and taken seriously.

## Do this if you meet inappropriate behaviour or harassment

Clearly express that you feel the situation is uncomfortable, oppressive, insulting or otherwise inappropriate. If the situation is threatening, leave it and/or ask your friends there.

The person does not necessarily understand they are harassing. If the topic is not raised, in worst case it may give the harassing person the message that their behaviour can continue. The first aim is to end the immediate situation.

# 1

If the harassing continues, inform it and keep record on harassment situations, if possible. It is easier to process and investigate the case when there is clear material on what was harassing.

Do not blame yourself and be alone with the issue. Do not undermine your experience and remember that others may have been in the same situation.

# 2

At this point at the latest, contact the person responsible for equality in your organisation or the harassment contact person of the Student Union.

# 3

If you suspect that the situation constitutes a crime, contact the police.

# 4

### 3. Organisations and administration: Equality stems from inside the organisations

**All members of an organisation are responsible for promoting equality and non-discrimination.** Good rules and principles have little significance if they are not widely adopted among all members. Even though the realisation of equality is the responsibility of all members, the decisions made by the leaders in the organisation have a large impact on whether equality is promoted in the organisation.

When appointing people, the experience of a just election process is crucial, and the election processes should comply with the aim of equality. A successful election process guarantees that the persons who were not elected feel welcome in the activities of the organisation.

The purpose of meeting practices is to guarantee all persons concerned with the bets possibilities to get sufficient information on the issues to be decided, understand them and to participate in the decision-making. Activities in accordance with rules makes communication between people easier. Giving up meeting practices (e.g. on asking for permission to speak) should always be considered carefully.

The functionality of practices should be constantly reviewed. Poor practices should not be continued just because it has become the organisation's way of action. A practice functioning in one time and Board composition may not work in another. When practices are changed, they should be discussed with the persons concerned. The Chair can decide alone on small and relatively insignificant issues, somewhat larger issues should be solved within the Board and the most significant issues should be decided by the organisation in the annual meeting (or equivalent). All decisions should be informed to the members.

When decisions are made, it should be considered how they affect different groups among the members. One issue to be considered is to review the gender effects of decision-making. Even though the issue to be decided was not directly about gender, it can have gendered effects. Other similar issues include the position of minorities, accessibility and the openness and participatory nature of activities.

Are people representing different groups interested in the activities of the organisation? Why, why not?

**In terms of equality, the following issues should be considered**

Are the responsibilities and tasks in the organisation equally distributed among actors? Is the operational culture of the organisation positive and encouraging?

Are all provided with sufficient and equal information on how to apply positions of trust in the organisation?

Can the list of decisions be published in English? Are the rules of the organisation translated into English? (NB! You may request project funding from TYY for this.)

Is participation possible for all, regardless of working, family, economic situation or physical disability?

<b>3.1 Election processes</b>	
<b>Objectives</b>	<b>Measures</b>
Election process is truly open, and all qualified applicants have equal possibilities to be elected in the positions of trust of the organisation.	<p>Application processes are not humiliating.</p> <p>The persons elected in positions of trust do not take a public stance to the election of their followers.</p> <p>Nobody is let to think their election would be unwelcome.</p>
<p>All have sufficient information on the different vacant positions, election process and description of the task.</p> <p>Nobody is favoured in the election process and all are equally encouraged to apply for the position.</p>	<p>If the applicant is prevented from coming to the interview, they are provided with the possibility to participate at distance, through mail or inform their interest in the position in another manner.</p> <p>Eventual interview is informed in due time for all interested.</p>
The composition of the positions of trust in the organisation reflects the diversity of the members.	Gender effects are considered when planning the application processes. Organisation considers the parity rule (persons elected in positions of trust should be 40 % of the other legal gender, if there are enough applicants and there are no significant differences in the qualifications).

## 3.2 Everyday activities

Objectives	Measures
<p>Organisation is led in a fair and planned manner.</p>	<p>People in the leading positions of the organisation are introduced to their tasks.</p> <p>Organisation guarantees that the tasks are equally distributed and that the actors manage them.</p> <p>Organisational actors are provided with training in promoting equality, such as accessibility and assessment of gender effects in decision-making.</p>
<p>The decision-making in the organisation is open.</p> <p>All have the possibility to be heard.</p> <p>All feel that the meeting is conducted in a just manner.</p> <p>The representatives of the organisation can also propose their own issues to be discussed in the meetings of the organisation.</p>	<p>Organisation complies with good meeting practices that have been agreed together with members of the organisation.</p> <p>Board members are provided with the agenda in due time before the meeting. The basic rule is that the less frequent the meetings, the earlier should the items to be discussed be communicated to the meeting participants.</p> <p>Minutes shall be held on the meetings.</p> <p>Members shall have the possibility to acquaint themselves with the items to be processed and to inform their stance on them.</p> <p>Permissions to speak are equally distributed and people do not speak simultaneously. Disagreements are processed duly and constructively.</p> <p>Minority opinions are recorded in the minutes.</p>
<p>Organisations systematically promote the realisation of equality.</p>	<p>Gender effects of activities are assessed before decision-making.</p> <p>Organisations appoint a Board Member for Equality, who introduces themselves TYY's Equality Guide and the Equality Guide for Organisations.</p>
<p>Organisation aims at promoting accessibility in its activities.</p>	<p>Accessibility review has been conducted in the organisation premises.</p> <p>When booking premises, attention is paid to accessibility, whenever possible.</p>
<p>Difficult and conflictual situations can be processed in the organisation. Organisation encourages to raise issues.</p> <p>It is possible to provide feedback on the organisation's activities.</p> <p>Organisation can operate also in crisis situations.</p>	<p>Disturbing or inappropriate behaviour is immediately addressed even when it occurs in social media.</p> <p>Members know how to provide feedback to the organisation and it can be provided both with name and anonymously.</p> <p>Feedback on the realisation of equality is collected in the organisation, and feedback can be provided anonymously.</p> <p>The feedback is taken seriously, and the privacy of the feedback provider is protected.</p> <p>Organisation has its own instructions for crisis communication.</p>

## 4. Communication: What is the role of internal and external communication in the realisation of equality?

How organisation communicates is a central part of functional and equal community. In order for the current and eventual future members could participate in the activities and feel belonging to the organisation, it shall be possible to have information on the activities and events of an organisation. How the organisation communicates mediates also constant image of the values and operational manners of the organisation.

Communication	
Tarvoitteet	Toimeenpiteet
<p>Organisation's communication is understandable, equal and accessible.</p> <p>Organisation takes into account the versatility of its members and promotes the participation of different people.</p>	<p>The communication channels utilised by the organisation are openly listed e.g. at the website of the organisation. Secret and closed communication groups are evaded if they are not necessary for activities.</p> <p>It is considered that not everybody uses social media.</p> <p>Abbreviations and words not understandable to all are avoided. It is guaranteed that contrast colours are sufficient in texts, texts are available with bigger font sizes, in different languages and electronically.</p> <p>Communication is not gendered, sexist, racist, ableist, stereotypical or otherwise offending.</p> <p>Informal communication is also appropriate. Board members represent the Board and the organisation also in informal events.</p> <p>It is communicated in advance if the premises are accessible (if there are stairs or high threshold, is there a disabled toilet), child-friendly and how to reach them.</p> <p>Communication occurs also in English, Swedish and other languages used by the organisation whenever possible.</p>

Are the members provided with sufficient and clear information on the activities of the organisation?

Is the versatility of the organisation taken into consideration when selecting communication channels?

**In terms of equality, the following issues should be considered:**

Does the operational culture reflect similar image as the official communication of the organisation?

## 5. Equality in events: How to include everyone and to consider different needs

Activities are often the most visible part of the activities of the organisation. It is easier for new people to join if the activities are equal and open. Equality does not mean just declaring that all are welcome or that premises are physically accessible, but it is also a question of psychological accessibility and open atmosphere, taking into account different people. In terms of psychological accessibility, it is important to understand that the representatives of the members have different backgrounds and experiences.

Traditions and established practices of organisations should be assessed from the perspective of equality. One can progress towards equality step by step, e.g. by abolishing the offending items from events for new students, organising alcohol-free or cost-free events and by welcoming children to the event. In an ideal situation, all events are accessible for all members, and there is no unnecessary distribution of members. Best practices are usually determined case-specifically.

Consider how events could be organised in a more equal and accessible manner. Consider why an event is organised and why it is organised as it is.

Does the time of the events consider the versatility of members (children, working, non-Finnish natives)?

Is the event organised in accessible premises?

**In terms of equality, the following issues should be considered**

Could the event be cost-free, and/or could it be organised in non-commercial premises?

Are there traditions in the event that are sexist, humiliating, racist, ableist, gendered or otherwise offending?

Could the event be completely alcohol-free?

The individual needs of the participants can be asked e.g. in the following manner: “Please inform the event organiser in advance about your individual needs, e.g. interpreter or assistant and special diet”

Did you know: In paid events, the personal assistant of a participant is not charged with participation fee. The individual needs of the assistant (diet etc.) should be considered.

One can inform about the accessibility of the premises e.g. in the following manner: “There is an accessible route to the house with a wheelchair. The premises are in the entry floor, with a disabled toilet suitable for a wheelchair user. If you wish further information on accessibility or other arrangements, please contact us!”

## 5.1 Sitsi and anniversary parties 1/2

Objectives	Measures
<p>Disability is considered when making premise decisions.</p>	<p>Event premise is accessible when possible (including toilet). The accessibility of the premises is clearly described in the invitation/ advertisement.</p> <p>The individual needs and wishes of a participant are considered (e.g. physical disabilities and the need of the interpreter to receive programme material, e.g. song lyrics).</p> <p>Instructions to the location are sufficiently clear (e.g. a map).</p> <p>The location of toilets and breaks is informed in the beginning of the event. Pauses are sufficiently long.</p>
<p>Regardless of a special diet or allergy, each participant receives equally extensive meal at the event.</p>	<p>The event takes into account different diets and allergies.</p>

## 5.1 Sitsi and anniversary parties 2/2

Objectives	Measures
The event does not encourage or pressure into consuming intoxicants.	<p>In the invitation, it is described that one does not have to consume alcohol in the event / the event is alcohol-free.</p> <p>There is a place indicated for smokers, which is far enough from the actual event location.</p>
All members feel welcome to anniversaries, even if they had not previously been actively involved in the activities of the organisation.	<p>The invitation to the event is distributed as openly as possible, e.g. at the mailing list of the organisation, its website and in social media. The invitation sets out that all are welcome.</p> <p>The possibility to participate in the event without <i>avec</i> is described in the invitation.</p> <p>The possibility to use other languages than Finnish in the event is described in the invitation, e.g. by drafting the invitation in both Finnish and English.</p>
Gender diversity is taken into account in the event.	<p>If the information on the gender information is necessary (e.g. for accommodation), the participation may freely announce it themselves in the registration form.</p> <p>The dress code allows the possibility to express oneself freely, e.g. “dress code white tie / dark suit / full evening dress / corresponding festive dress + academic decorations”.</p> <p>In the seating, toilets and event programme (e.g. songs), participants are not binarily divided into men and women.</p>
The event is not discriminating or offending by nature. The event intervenes in all discrimination, harassment and inappropriate behaviour.	<p>When planning the event name, theme or material, good taste is maintained, and equality is considered. The theme is not sexist, racist, ableist or otherwise relying on discrimination or stereotypes.</p> <p>The programme does not include humiliating, disparaging or offending items. For example, programme events where nudity or intoxicants are an essential part of the programme should be avoided.</p> <p>Participants know whom to contact in different problematic situations. The event may have an appointed person for equality, who is mentioned in the beginning of the event and in the event description</p> <p>The costs for participating in the event (e.g. entry fee) are reasonable.</p> <p>The participants have the possibility to provide anonymous feedback during and after the event.</p>

## 5.2 Parties and other social events

Objectives	Measures
Disability is considered when making premise decisions.	<p>The event location is accessible whenever possible for physically disabled persons (including toilet) and it has been informed in the invitation/advertisement.</p> <p>Instructions to the location are sufficiently clear (e.g. a map).</p>
The event does not encourage or pressure into consuming intoxicants.	<p>In the invitation, it is described that one does not have to consume alcohol in the event / the event is alcohol-free.</p> <p>There is a place indicated for smokers, which is far enough from the actual event location.</p>
All members feel welcome to anniversaries, even if they had not previously been actively involved in the activities of the organisation.	<p>The invitation to the event is distributed as openly as possible, e.g. at the mailing list of the members, its website and in social media. The invitation sets out that all are welcome.</p> <p>The possibility to use other languages than Finnish in the event is described in the invitation, e.g. by drafting the invitation in both Finnish and English.</p> <p>Events are organised in different times and days so that people in different life situations could participate in the events.</p>
Gender diversity is taken into account in the event.	<p>The dress code provides the possibility to express oneself freely. Absolute dress codes should be avoided, e.g. “entry only in overall”.</p> <p>In the seating, toilets and event programme (e.g. songs, speeches), participants are not binarily divided into men and women.</p> <p>If sauna or shower is taken in the event, the participants are provided the possibility to do this in turns or by themselves. The event has appropriate dressing rooms.</p>
The event is not discriminating or offending by nature. The event intervenes in all discrimination, harassment and inappropriate behaviour.	<p>When planning the event name, theme or material, good taste is maintained, and equality is considered. The theme is not sexist, racist, ableist or otherwise relying on discrimination or stereotypes.</p> <p>The programme does not include humiliating, disparaging or offending items. For example, programme events where nudity or intoxicants are an essential part of the programme should be avoided.</p> <p>Participants know whom to contact in different problematic situations.</p> <p>The costs for participating in the event (e.g. entry fee) are reasonable.</p> <p>The participants have the possibility to provide anonymous feedback during and after the event.</p>

### 5.3 Trainings and discussion events

Objectives	Measures
Disability is considered when making premise decisions.	<p>The event location is accessible whenever possible for physically disabled persons (including toilet) and it has been informed in the invitation/advertisement.</p> <p>Instructions to the location are sufficiently clear (e.g. a map).</p>
Hearing and visual impairments, reading difficulties and neurological impairments are taken into consideration.	<p>There is either an induction loop at the location or the event organiser brings a portable loop to the event. The possibility to use induction loop has been informed in the event / advertisement.</p> <p>The speakers use microphone and talk clearly.</p> <p>The material is provided in advance written or in a document format, eventually in other than written format.</p> <p>When playing videos, subtitles are enabled.</p> <p>Organisers provide a location for the interpreter where they can see and hear well and have an appropriate distance to the speakers.</p> <p>There is a sufficient amount of contrasts in the presentations and at least the main issues are read out loud.</p> <p>The font size is sufficiently large and clear.</p> <p>The parallel showing of picture and text is avoided.</p> <p>Sensory channels are not overcrowded, triggers are minimised.</p>
The event programme positively describes people's diversity.	<p>The event speakers include people with different backgrounds and ages.</p> <p>The themes of the event are selected with consideration to whether they can be offending, disparaging or otherwise inappropriate. In addition, attention is paid to how issues are discussed. Special attention is paid to themes that can arouse emotional reactions.</p>
Possibilities due to different life situations of members are taken into consideration.	<p>In the invitation, it is outlined if one can arrive late or leave early.</p> <p>The invitation outlines if children are welcome.</p> <p>Distance participation to the event is possible.</p>
The event intervenes in all discrimination, harassment and inappropriate behaviour.	<p>Participants know whom to contact in different problematic situations.</p> <p>The participants have the possibility to provide anonymous feedback during and after the event.</p>

## 6. What *else* is good to have in mind?

### 6.1 General notions

Even though the comment, joke, party theme, communication, practices or other activities were not meant to be offending or discriminating, they can be it.

Every time you meet discrimination, harassment, bullying or other inappropriate activities, intervene in them. Non-intervention in discrimination means silent acceptance of the activities.

If you notice you have offended someone or are being notified about it, apologise. Apologising is important regardless of whether you consider your behaviour incorrect or not.

Do not undermine others' experience of discrimination, harassment or other inappropriate activities.

Do not insist on the person who has met discrimination, harassment or other inappropriate activities to justify why it was discriminating. The discriminated person may not want to talk about it, e.g. if the situation reminds them of a previous disparaging experience.

Remember that you cannot know if one of the group members has experienced discrimination or other serious harassment, which likely affects how joking about the issue feels.

Always aim at increasing the well-being of others with your actions. Think about the activities and way of talking by you and your organisation. Critically examine if the things you say and do can offend someone else.

### 6.2 Reach contact

**With the person responsible for well-being or equality in your organisation**, if you want to discuss or provide feedback on the organisation's events or practices.

**With the person responsible for equality in the specific event**, if you want to discuss or provide feedback on equality matters in the event concerned.

**With TYY's harassment contact persons**, if you experience harassment or inappropriate behaviour at the campus or studying-related events.

**With TYY Executive Board Member for Equality**, if you want to discuss or provide feedback on TYY events or practices.

**With the person responsible for equality at the University of Turku**, if you want counselling or advice on equality issues at the University.

**With the accessibility designer of the University of Turku**, if you want counselling or advice on issues concerning accessibility of studying and teaching and the accessibility of the University. The accessibility designer can also be contacted in issues concerning the accessibility of events.

**With the Equality Ombudsman**, if you consider being the victim of legally banned discrimination and want instructions and counselling.

## 6.3 Further reading

### THE STUDENT UNION OF THE UNIVERSITY OF TURKU

- TYY Equality Programme 2017–2020. In English.  
<https://www.tyy.fi/en/student-union/documents>
- University of Turku Equality Plan from 17 Mar 2017  
([https://intranet.utu.fi/index/equality\\_issues/Pages/default.aspx](https://intranet.utu.fi/index/equality_issues/Pages/default.aspx))
- Students with children at the University of Turku:  
<http://www.tyy.fi/en/node/2068>.
- Facebook group for students with kids: Turun yliopiston perheelliset opiskelijat / Turku Uni Students with Kids  
(<https://www.facebook.com/groups/1522944011334932/>)
- Facebook group for “senior” students at the University of Turku: TYYn kypsät opiskelijat / TYY “Senior” students:  
(<https://www.facebook.com/groups/1709141452672701/>)

### GENERAL INFORMATION

- [Basic information on equality](#)
- [Information on equality, Ombudsman for Equality](#)
- [Information on accessible studying](#)
- [Information on studying ability](#)
- [12 instructions for assessing gender effects](#)
- [On sexual equality](#)
- [The Council for Gender Equality](#)
- [Equality planning guide for sports and youth associations](#)
- [Handbook on equality, anti-discrimination and freedom to be oneself](#)
- [Health survey of higher education students, 2016](#)
- [Lawyers’ Association’s bullying survey 2017](#)