

GREETINGS TO ALL SACO-S MEMBERS AT GU

#MeToo and #Akademiuppropet

Unfortunately, the University of Gothenburg is not immune to discrimination and sexual harassment. Saco-S considers it to be completely unacceptable. Our university must be a place that is safe and where everyone can feel reassured.

The University of Gothenburg already has a responsibility to log all instances of discrimination, offences and sexual harassment, but also to remedy and prevent them from occurring in the first place. Saco-S works actively for the University of Gothenburg to improve its work on reviewing and changing the structures that may favour a misuse of power which can lead to offences, discrimination and sexual harassment.

The most important thing right now is that we work together so the University of Gothenburg is a better workplace where people are treated equally. Everyone should be and feel safe!

If you have been subjected to, or you have seen others being exposed to sexual harassment, offences and discrimination, Saco-S is here and available for you to talk to. Everything is treated in the strictest confidence.

If you experience an incident:

1. Notice the situation. Do not ignore your feelings, but stop and think. Remember you are allowed to feel physically and emotionally secure at your place of work. If you feel able, speak to the person responsible for the incident and tell them that their behaviour is unacceptable and unwelcome. This can be done in person, in writing or through someone you trust. Document what has happened, such as by making notes.
2. Turn to your employer in the first instance. They are obliged to investigate the matter and ensure that the undesirable behaviour is stopped.
3. Also contact your Saco-S representative at GU. The incident may well be a violation of the discrimination law. With consideration to the rules surrounding the statute of limitations, contact should therefore be sought immediately. You can find contact details for the Saco-S representative at GU [here](#).

The provisions in the Swedish Work Environment Authority's (Arbetsmiljöverket) document "[Organisational and social work environment \(AFS 2015:4Eng\)](#)" contain more information on what is applicable in instances of victimisation. For example, you can read Chapter 1 Section 14 on what an employer's routines should contain.

There is also good information on GU's website:

[If you have been subject to sexual harassment](#)

[If you have experienced discrimination or harassment](#)

We can also suggest many other good Swedish websites which can provide support:

[Min upprättelse](#)

[Psykologguiden](#)

[Kvinnofridslinjen](#)

[Jourhavande medmänniska](#)

[Hjälplinjen](#)

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