



# **Diversity and Inclusion Policy**

## 1. Purpose

This policy aims to contribute to the current and future prospects of the University's deliverance of research, education, and science-based innovation at the highest level by means of working directly with diversity, inclusion, and equality.

The policy must support the ambition within the Roskilde University strategy 2023: "Roskilde University must ensure real equality and diversity, in interaction and cooperation, and in recruitment and retention of both employees and students".

The university's overall ambition regarding the policy is to develop a workplace- and study environment that enables equal opportunities for all employees and students, as well as working to dismantle cultural and institutional inequalities. This is achieved through working with;

- diversity and inclusion in the recruiting and retention of employees,
- diversity and inclusion in the recruitment and retention of students,
- inclusion in the daily social life at the university and a good work and student life for all employees and students, and
- diversity and inclusion in the communication within the interactions with local surroundings.

## 2. Target Group

This policy applies to all employees and students at Roskilde University.

## 3. Visions

Roskilde University should be an attractive workplace, a rich and open environment for learning, and a revolutionary research institute, focused on attracting, maintaining, and advancing talent.

Therefore, the university is actively working with diversity, inclusion, and equality within internal processes and in interactions with society. The university does not create, nor uphold, discrimination against employees or students based on sex, ethnicity, social background, sexual orientation, or physical or psychological handicap.

## 4. Processes

All managers are responsible for ensuring the diversity, inclusion, and equality in the culture at the university, and especially in the executive processes of decision-making. As manager, you are expected to contribute to an inclusive work environment and should have a special focus on the challenges related to diversity and inclusion, based upon the policy ambitions.

Employees are expected to contribute to an inclusive work and study environment, both in the daily life at work and in connection to partaking in the social life at the university.

Students are expected to contribute to an inclusive study environment as well as social life at the university and in connection to other study-related interactions.

The Executive University Management (the rector's office and deans) are responsible for formulating transversal efforts and strategies regarding diversity, inclusion, and equality. They are especially concerned with the internal and external communication of the university's policies and strategies related to diversity, inclusion, and equality.

The Central Liaison Committee (HSU) is responsible for communicating with and advising the management in concern with work and staff relations at Roskilde University. HSU is especially in charge of policies regarding harassment.

The university's Equality and Diversity Committee (LMU) works to help initiate and discuss improvements in certain fields and can inform the rector's office and university management of one's actions in various fields.

The university's work with diversity and inclusion builds upon various concrete processes of monitoring and following up in connection to the Gender Equality Plan (GEP), Workplace Assessment (APV), study environment assessments, and study guidance reports. Moreover, the themes of diversity and inclusion are part of the following policies: Working Environment Policy, Recruitment Policy, Language Policy, Social Accountability Policy, Harassment Policy, and Unity Policy.

## 5. References

The Diversity and Inclusion Policy can be connected to the following policies at Roskilde University:

- Working Environment Policy: depicts the foundational values regarding a good working environment and an inclusive culture with respect and appropriate speech.
- Recruitment Policy: aims to create a diverse university space with wide range of ages and gender compositions. The evaluation and appointment committee is one of the target groups.
- Social Interaction Policy: describes how to ensure an open and welcoming introduction period for new students no matter their social background, sexuality, gender, ethnicity, political ideologies, etc.
- Language Policy: ensures transparency for the various expectations and requirements for employees and students in terms of choosing languages, as well as open communication between various people, cross-culture.
- Policy on Offensive Behavior: depicts the ways in which Roskilde University works to prevent and handle harassment, including bullying and sexual harassment.

## 6. Validity and Termination

The policy is activated upon the assessment by the Central Liaison Committee (HSU) and the processing and approval by the Executive University Management (UL).

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ASSESSED BY HSU 15. SEPTEMBER 2022.

PROCESSED AND APPROVED BY UL 29. SEPTEMBER 2022.