

TAMPERE UNIVERSITY, EQUALITY AND NON-DISCRIMINATION, FOLLOW-UP OF MEASURES IN THE 2021–2022 POLICY PERIOD March 2023

Development measures, Equality and non-discrimination policy 2021–22, valid until 30.4.2023	<p>✓ Implemented (✓) Partially implemented, still in progress -- No information available or not implemented Link to intranet or external source of information</p>
OPERATIONAL CULTURE	
<p>The results of staff well-being surveys, workplace surveys and student surveys will be utilised to foster a diverse and pluralistic campus culture. Gender and staff group or the stage of one's studies are always included as standard demographic variables in surveys and reports.</p>	<p>✓ Implemented, continues</p> <p>Wellbeing surveys Tampere University monitors the well-being and ability to work of its personnel through, among other things, regular personnel surveys. Varma's staff well-being and work ability survey is carried out every two years at all Finnish universities. The next survey will be conducted in Tampere University between 8 March and 5 April 2023. In addition, well-being at work is monitored through more limited Pulse surveys, which will be conducted as necessary.</p> <p>All researchers and staff, including part-time teachers, and grant holders are invited to participate in the surveys.</p> <p>Results are discussed at each faculty and service unit. Summary of the university level results</p> <p>Student surveys Collecting student feedback and using the monitoring data in development are essential parts of the evaluation and development of degrees, degree studies, and teaching. Tampere University conducts surveys to students in different stages of studies and graduates.</p> <ul style="list-style-type: none"> • Results and reports available to staff: TUNIreports • Summaries of feedback and reports available: Feedback on education • Results of the National career monitoring survey and the National Bachelor's graduate survey are available: Vipunen Career monitoring survey and Vipunen Bachelor's graduate survey

<p>We will look into the measures taken to ensure international students and staff have opportunities for participation in the faculties. The encourage participation and involvement, we will identify and implement good practices.</p>	<p>-- No information available</p> <p>Recognised as a development need and a new measure in the Accessibility Policy 2023-24 of Tampere University (pdf): A "How the University works material" will be drawn up to help new students from diverse backgrounds to familiarise themselves with Tampere University and the Finnish university culture. Responsible party: Operations Management.</p>
<p>We will determine whether it is necessary to appoint one or more equality and non-discrimination representatives who would be supported by the Equal Opportunities Committee.</p>	<p>(✓) partially implemented, still in progress</p> <p>Equal Opportunities Committee has appointed members from various faculties and service units. The members promote equality and non-discrimination at their faculties and units. We are currently exploring the possibility of appointing a network of equality and non-discrimination representatives and the support for such network.</p>
<p>Clear campus signage improves accessibility. We will improve the accessibility of the campuses and learning environments. In 2021, the Facilities Management unit will assess the accessibility of the campus buildings, especially for persons with a hearing impairment, a vision impairment or reduced mobility. Renovations will be carried out in 2022. Accessibility will be considered when the existing facilities are renovated or new ones are built.</p>	<p>✓ Implemented, continues</p> <p>Developing accessibility is an ongoing activity of Facilities Management and the Facilities Development Programme includes noting accessibility. Renovations will consider accessibility. Induction loops are in use on all our campuses.</p> <p>Campus accessibility</p> <p>Recognised as a development need and a new measure in the Accessibility Policy 2023-24 of Tampere University (pdf): physical accessibility of facilities</p>
<p>The diversity of campus users will be considered when designing the facilities. In 2021, Facilities Management will map out the bathroom facilities located in the non-restricted campus premises to identify the necessary alterations that must be made to ensure that there is a gender-neutral toilet in each campus building. The renovations will be completed in 2022. Gender neutrality will be taken into account where possible when planning future renovation and construction projects.</p>	<p>✓ Implemented, continues</p> <p>Unisex/all gender WC and dressing rooms are available on all campuses, also in SportUni sport facilities. There will be more gender-neutral facilities in the future.</p>
<p>Tampere University takes part in Pride events and flag flying each year.</p>	<p>✓ Implemented, continues</p> <p>Student Union of Tampere University TREY and Tampere University raise a flag for sexual and gender diversity on the University's three</p>

	campuses during the Pride week in June. Flying the flag is an established procedure.
The Equal Opportunities Committee organises training and events for discussing equality and non-discrimination questions.	<p>✓ Implemented, continues</p> <p>Examples of trainings organised for the university community in 2021-22/23:</p> <ul style="list-style-type: none"> - Diverse Work Teams workshops - A More Inclusive Workplace webinar series - Equality and Equity in Recruitment / Tasa-arvo ja yhdenvertaisuus rekrytoinnissa training, materials available in English - Yhdenvertaisempi yliopistoyhteisö webinar series - Viewpoints and tools for the modern working environment webinar series <p>Equality, non-discrimination, diversity and inclusion has also been addressed as part of the University's series Research Leadership Morning. As part of the series there was an event called Leading diversity in research groups and projects organised in autumn 2022.</p> <p>Furthermore, in spring 2022 there was a workshop on equality, non-discrimination and diversity among teaching and research staff at higher education institutions organised in collaboration with the National KOTAMO project. KOTAMO was funded by the Ministry of Education and Culture. The participants came from Finnish universities, universities of applied sciences and student unions.</p> <p>Some of the trainings have been organised in national collaboration with the network of Finnish universities, some in collaboration with the Human Resources, and some in collaboration with national projects such as HEI LIFE ja NOW!.</p>
The training sessions and events hosted by the University are physically and digitally accessible.	<p>(✓) Partially implemented, still in progress</p> <p>The accessibility of the training sessions and events hosted by the University has been paid special attention. Work continues.</p>
The University and the student union communicate about equality and non-discrimination issues across the organisation as part of their own activities. The Equal Opportunities Committee supports the University and the student union in communicating about equality and non-discrimination.	<p>✓ Implemented, continues</p> <p>The University and the student union work in close collaboration. The representatives of the student union are members on the Equal Opportunities Committee and on the steering group for Accessibility.</p> <p>The University and the student union have promoted and shared information together on the</p>

	<p>Equality and non-discrimination policy and the Accessibility policy. The university community has had chances to comment the policies.</p> <p>In autumn 2022 the Equal Opportunities Committee prepared a set of indicators to monitor the equality and non-discrimination situation, which contains statistics and indicators on the current state of equality and non-discrimination in the University community.</p> <p>The Accessibility theme week was organised in week 47/2022. During the theme week, the university community had a chance to strengthen their knowledge of different aspects of accessibility. Part of the programme was available in English.</p>
Principles for creating a safer space will be drawn up in collaboration with the university community in 2021.	<p>✓ Implemented</p> <p>Safer spaces policy</p>
When communicating with internal and external audiences, the University will refrain from discriminating against individuals and take social and cultural diversity into consideration.	<p>✓ Implemented, continues</p> <p>University's communication to internal and external audiences is non-discriminatory and multilingual (FI/EN).</p> <p>The image bank, the photograph storage and retrieval service, contains diverse images.</p>
The University will carry out a pilot project to assess the gender impact of the University Regulations and other key regulations. A similar assessment may also be completed to evaluate whether these regulations are likely to have other discriminatory impacts on different people.	-- No information available
The University will establish a language policy. The Equal Opportunities Committee will assess the implementation of the language policy.	<p>(✓) Partially implemented, the working group to process University's language principles will run until 30 June 2023.</p> <p>The language principle working group started its period of office in autumn 2022. It builds on the previous process including a commenting round and a community discussion event in spring 2022. The documentation of the language principles is expected to be completed in spring 2023.</p>
LEADERSHIP	
We will ensure that employees who hold a supervisory position take part in leadership training where equality and non-discrimination themes will be discussed.	<p>✓ Implemented, continues</p> <p>The OSAAVA leadership training for line managers, supervisors and heads of research groups and the orientation package material for supervisors address equality, non-discrimination and diversity.</p>

	In 2022, OSAAVA was organised in Finnish and in English .
The employer and all the members of the university community must immediately address any problems which they detect, or which are brought to their attention, that are not in line with the principles of occupational health and safety or equality and non-discrimination. We will ensure that all the members of our community know what to do if they experience or witness discrimination.	<p>✓ Implemented, active informing of the guidelines continues</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media • Responding to conflicts and inappropriate behaviour (pdf)
We will support the building of diversity awareness and age management skills and prevent discrimination by offering professional development opportunities and staff training. Training on diversity management will be provided to leaders and supervisors.	<p>(✓) Partially implemented, still in progress</p> <p>Diversity is addressed in the OSAAVA leadership training.</p> <p>Equality, non-discrimination, diversity and inclusion has also been addressed as part of the University's series Research Leadership Morning. As part of the series there was an event called Leading diversity in research groups and projects organised in autumn 2022.</p> <p>The webinar series Viewpoints and tools for the modern working environment was targeted to supervisors and heads of research groups in autumn 2022.</p>
RECRUITMENT	
In the faculties and units where the gender imbalance is significant (less than 30% of staff are women or men), the deans and directors will decide on the measures to be taken to address the imbalance and monitor the situation on an annual basis.	<p>-- No information available</p> <p>A need for equality policies at faculty- and unit-levels is recognised.</p>
For a justified reason, the University may take affirmative action to promote equality through preferential treatment. We will look into the possibilities and preconditions for taking affirmation action in cooperation with employer and employee representatives.	-- No information available
We will generate research-informed and evidence-based knowledge of gendered recruitment practices. This can also be accomplished in connection with developing affirmative action procedures.	<p>(✓) Partially implemented, continues</p> <ul style="list-style-type: none"> • Equality and Equity in Recruitment / Tasa-arvo ja yhdenvertaisuus rekrytoinnissa training in spring 2022, the recording in Finnish and the materials in English are available until spring 2024.

	<ul style="list-style-type: none"> A summary of the equality and equity principles in recruitment has been prepared for the appointment committees in spring 2023. <p>Furthermore, the Equal Opportunities Committee has initiated collaboration with a research project "Organizations' recruitment skills and job applicants' skills as the basis of equality" funded by the Finnish Work Environment. The project period runs 1.9.2022–31.8.2024.</p>
The University will test anonymous recruitment in positions where the anonymity of candidates can be retained at the beginning of the recruitment process.	<p>✓ Implemented</p> <p>Anonymous recruitment has been tested twice. The experiences are encouraging. A head of the research group who recruited a researcher with anonymous recruitment will visit the meeting of the Equal Opportunities Committee to share their experiences in April 2023.</p>
When possible, the members of appointment committees and the appointees to expert positions will be equally selected from among candidates representing different genders. Follow-up data on recruitment activities will be collected on an annual basis.	<p>-- Not implemented</p> <p>The needs for developing procedures and collecting follow-up data have been recognised.</p>
When new positions are filled, efforts will be taken to remove the barriers to employment for persons with disabilities. For example, highlighting an accessible work environment when inviting applications for an open position will show the employer is committed to the principles of non-discrimination, whereas the lack of this information will discourage applicants with a disability from applying for the position.	<p>-- Not implemented</p> <p>There has been discussion on the possibility to add a so-called diversity clause in the model template for job adverts. Discussions to be continued.</p>
The University will develop the recruitment-related skills among supervisors and all those who participate in recruitment activities. The parties that are responsible for professional development activities will organise annual training for supervisors and staff involved in recruitment activities. Equality and non-discrimination laws will also be discussed during the training.	<p>✓ Implemented, continues</p> <ul style="list-style-type: none"> Equality and Equity in Recruitment / Tasa-arvo ja yhdenvertaisuus rekrytoinnissa training in spring 2022, the recording in Finnish and the materials in English are available until spring 2024.
EQUAL PAY	
The assessment groups will be provided with data about the impact of gender by utilising statistics and research findings.	<p>-- Not implemented, still in progress</p> <p>The process of pay survey statistics has been improved. The utilisation of statistics in the assessment groups has been tentatively discussed.</p>
The gender impact of the harmonisation of salaries and job titles will be assessed:	<p>(✓) Partially implemented, continues</p>

<ul style="list-style-type: none"> • How have the changes affected pay among female and male employees? • What changes have been made to the salaries and titles of female-dominated and male-dominated jobs? • Have the changes increased or decreased the gender pay gap? • Have the changes made to job titles affected female and male employees from a hierarchical perspective (such as possible changes in the titles of manager and director)? 	<p>The process of pay survey statistics has been improved. The salary survey now also includes medians of agreed salaries and the examination of the effects of salary harmonisation. There was a limited amount of information and statistics available on the effects of the salary harmonisation. Please see the separate pay survey data.</p> <p>The need to further develop the methods for pay survey statistics has been recognised.</p>
Information about the identified challenges will be made available to the persons involved in salary assessments.	-- Not implemented, still in progress
The University will create pay survey standards to facilitate the collection of detailed information about pay differences and ensure the availability of sufficient resources for carrying out pay surveys.	<p>(✓) Partially implemented, continues</p> <p>The process of pay survey statistics has been improved. The annual review date is 30 September. The salary survey now also includes medians of agreed salaries and the examination of the effects of salary harmonisation. The need to further develop the methods for pay survey statistics has been recognised.</p>
The collection of statistical data will be developed so that any gender differences concerning pay, recruitment and career advancement can be reported.	-- Not implemented, still in progress
CAREER ADVANCEMENT	
Supervisors will support equality and non-discrimination among employees in terms of career advancement and professional growth. When supervisors develop their knowledge and competencies, the models and attitudes will spread throughout the organisation.	<p>-- No information available</p> <p>Training for supervisors has been organised as part of the OSAAVA leadership training. In addition, the supervisors have had a chance to attend the trainings on equality and non-discrimination organised for the university community.</p>
The impact of Covid-19 restrictions on occupational well-being and different genders and staff groups will be assessed. These impacts will also be mapped out when conducting professional development reviews and salary assessments. Difficulties resulting from the Covid-19 restrictions may not affect a person's career or pay.	-- No information available
The needs, strengths and working capacity of employees with a disability or a chronic illness and older employees will be considered when taking measures to develop occupational well-being. If an employee's work capacity changes during his or her career, flexible arrangements and adjustments	<p>✓ Implemented</p> <p>Work capacity and work capacity management</p>

will be agreed on. When employees are approaching retirement, the University will plan ahead to ensure different work arrangements can be put in place to ensure a flexible transition to retirement. The goals are to ensure an effective sharing of knowledge and a smooth change of roles and responsibilities. When measures are taken to promote well-being among staff, the accessibility of the work environment and teaching facilities will be taken into consideration.	
The focus of HR plans will shift from fixed-term positions to permanent positions.	<p>✓ Implemented</p> <p>Focus shifted to permanent positions whenever and wherever possible.</p> <p>New employees are primarily recruited in accordance with the human resource plan that is incorporated into the annual operational and financial plan.</p>
The University will help employees maintain a balance between work and family by putting in place flexible work arrangements. We will support the continuity of employment during and after family leave through HR planning, internal recruitment, long-lasting employment relationships and other instruments.	<p>✓ Implemented</p> <p>University supports reconciling work and private life with the flexitime policy and part-time work arrangements.</p>
Supervisors will receive coaching for supporting the careers of persons who belong in ethnic or other minority groups.	-- No information available
The University will develop services that support international employees' integration into the university community.	<p>✓ Implemented</p> <p>In collaboration with the HEI LIFE project and EURAXESS Finland network the University has produced a new Guide for International Researchers and Their Families, which contains relevant information on relocation to and settling in Finland. The guide has sections on Finnish culture and language, everyday life in Finland and academic work culture at Finnish higher education institutions. There is also a chapter on "Diversity and Inclusion in Academia".</p> <p>Since 2021, the Network for International Academics and Staff has offered peer support and opportunities for networking for internationally-minded researchers, grant holders and employees at Tampere University. The network has its own Teams group TG-International Network Academics and Staff.</p>

	<p>In spring 2023 the University pilots a new Buddy Programme, which aims to support experiencing different cultures, gaining new insights, and supporting newcomers' integration into university community. The duration of the pilot programme is three months.</p> <p>The University offers Finnish and English language courses to the staff.</p>
The University will put together an orientation package for new employees on equality and non-discrimination.	<p>(✓) Partially implemented, still in progress</p> <p>A new orientation package which will include a section on equality, non-discrimination and diversity, will be launched in the learning environment Moodle during the spring semester 2023.</p>
Orientation will be offered to all staff.	<p>(✓) Partially implemented, still in progress</p> <p>Orientation is offered to all researchers, grant holders and staff. New Moodle orientation course will be launched during the spring semester 2023.</p> <p>Furthermore, all newcomers are invited to Welcome on board events.</p>
PREVENTING INAPPROPRIATE BEHAVIOUR, HARASSMENT AND BULLYING	
The University has updated the procedure for responding to conflicts and inappropriate behaviour among staff. The procedure will be discussed when the units host staff events where the results of workplace surveys are presented. In addition, the concept of inappropriate behaviour in the workplace will be discussed and the University's early support model will be presented during these events. Such events take place every three years, and all staff in the relevant faculty/unit are invited to attend.	<p>✓ Implemented</p> <p>Workplace surveys and their feedback events are established parts of our operating culture.</p> <p>The procedure for responding to conflicts and inappropriate behaviour:</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media • Responding to conflicts and inappropriate behaviour (pdf)
The University does not have a separate procedure for responding to harassment among students. The procedure will be drawn up together with the student union.	<p>✓ Implemented</p> <p>The procedure has been drawn up together with the student union:</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying – help for students
Clear instructions for responding to inappropriate behaviour are available for both students and staff	<p>✓ Partially implemented, continues</p>

<p>on the intranet. Academic advising staff (including study counselling psychologists, counsellors, and heads of study services) are able to provide more information about these guidelines to students. Supervisors are familiar with the policy and procedures for addressing conflicts and inappropriate behaviour.</p>	<p>Instructions and guidelines:</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media • Responding to conflicts and inappropriate behaviour (pdf) <p>Equal Opportunities Committee organises training for harassment contacts, heads of study services and student counselling specialists in spring semester 2023:</p> <ul style="list-style-type: none"> - Organisational meeting for harassment contacts, heads of study services and student counselling specialists (procedures, support and roles), February 2023 - Facilitation process training, May 2023 - Training on the key legislation, May 2023
<p>The procedure for responding to conflicts and inappropriate behaviour applies to all cases where members of the university community experience harassment, bullying or inappropriate behaviour at the University. The University will clarify the procedure to make sure relevant stakeholders are aware of their role at different stages of the process. This will be completed in early 2021 and communicated to the university community.</p>	<p>✓ Implemented, active dissemination of the guidelines continues</p>
<p>The University assesses the safety of the learning environment every three years. The policy for responding to harassment and inappropriate behaviour will be presented to students at the event where the results of this assessment are discussed.</p>	<p>-- No information available</p>
<p>Staff are advised to report harassment by filling out a dedicated form and submitting it to the University's designated harassment contact. The procedure will be clarified: the process that begins after reporting harassment will be described on the intranet page titled Inappropriate conduct, harassment and bullying.</p>	<p>✓ Implemented, active dissemination of the guidelines continues</p> <p>The procedure for responding to conflicts and inappropriate behaviour:</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media

	<ul style="list-style-type: none"> • Responding to conflicts and inappropriate behaviour (pdf)
<p>Tampere Universities will prepare a policy for responding to harassment on social media. The policy will set out the procedure for dealing with harassment, hate speech and social media storms and identify contact persons who will provide advice and support. Tampere University and Tampere University of Applied Sciences will set up a shared email address for inquiries relating to social media harassment. The instructions will be published on the intranet and taken into use in early 2021.</p>	<p>✓ Implemented</p> <p>Dealing with harassment, hate speech and controversy on social media</p> <p>somehairinta@tuni.fi</p> <p>The social media team at Tampere University started its operations in winter 2021–2022. The team has specialists in occupational health and safety, human resources, communications and law. The team processes cases and develops procedures and solutions. It works in collaboration with the occupational health service provider, Terveystalo. Terveystalo provides support for the harassed employee in acute crisis.</p>
<p>The University has designated both male and female harassment contacts who provide advice and support for responding to harassment. Staff members can also contact the staff involved in occupational health and safety activities with related questions.</p>	<p>✓ Implemented</p> <p>Inappropriate conduct, harassment and bullying in work community</p> <p>Occupational safety representatives, HR partners and harassment contacts provide advice and support for responding to harassment.</p> <ul style="list-style-type: none"> • Occupational safety representatives: Taru Kaera taru.kaera@tuni.fi, Ismo Isopoussu ismo.isopoussu@tuni.fi, Merja Peltomaa merja.peltomaa@tuni.fi, Ari Moskari, ari.moskari@tuni.fi • Employer representatives in the process: Harassment contacts: Seija Vehmasaho, HR, seija.vehmasaho@tuni.fi, Emmi Mustaniemi, HR, emmi.e.mustaniemi@tuni.fi and Employer representative Sari Saastamoinen <p>A new harassment contact will start in spring 2023: Mikko J. Salminen, Education and Learning, mikko.j.salminen@tuni.fi.</p>
<p>We have a zero-tolerance policy for all forms of inappropriate behaviour, harassment and bullying. Anyone who witnesses inappropriate behaviour has a duty to report it through the appropriate channels. The University has designated contact</p>	<p>✓ Implemented, active dissemination of the guidelines continues</p> <p>The procedure for responding to conflicts and inappropriate behaviour:</p>

persons and clear policies and procedures for responding to and addressing inappropriate behaviour.	<ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media • Responding to conflicts and inappropriate behaviour (pdf)
The University has a policy for providing support as early as possible in response to problems and concerns. Problems are addressed before they escalate. All supervisors are aware of their roles and responsibilities when it comes to dealing with inappropriate behaviour. We ensure this by providing sufficient orientation to supervisors as well as staff training.	<p>✓ Implemented, active dissemination of the guidelines continues</p> <p>Early support model for staff</p> <p>The procedure for responding to inappropriate behaviour:</p> <ul style="list-style-type: none"> • Inappropriate conduct, harassment and bullying in work community • Sexual and gender-based harassment • Inappropriate conduct, harassment and bullying – help for students • Dealing with harassment, hate speech and controversy on social media • Responding to conflicts and inappropriate behaviour (pdf)
EDUCATION AND LEARNING	
We will ensure the student admissions system treats all applicants fairly. The criteria for admitting students to bachelor's, master's and doctoral programmes are openly available and justified. The student admissions process will be developed from the perspectives of digital and physical accessibility. The guidelines for requesting special arrangements will be regularly reviewed and assessed. Information about the physically and digitally accessible environment for learning must be easily available to all.	<p>✓ Implemented</p> <p>Student admissions and eligibility and selection criteria</p> <p>Individual study arrangements at the entrance examinations (in Finnish)</p>
We will monitor student admissions processes from the perspectives of equality and non-discrimination. Based on the collected data, we will take measures, for example, to prevent structural racism and address gender gaps in different fields of study, if necessary. Students' different backgrounds will be considered when developing student admissions. The work of the faculties relating to student admissions will be supported.	<p>✓ Implemented</p> <p>National collaboration among higher education institutions in student admissions</p> <p>Tampere University admissions services provide advice and support in student admissions.</p> <p>There is a network of admissions officers at Tampere University (valinnanvalmistelijat.tau@lists.tuni.fi). In the network there is a representative from each faculty and degree programme.</p>

<p>The University and the student union will regularly conduct student surveys and collect feedback to invite students to share their experiences of equality, non-discrimination, digital accessibility and physical accessibility. We will develop the activities together based on international surveys and feedback.</p>	<p>✓ Implemented</p> <p>Student Union TREY conducts an equality survey in every three years, in 2021 the latest. Summary of the results (pdf).</p> <p>Student surveys:</p> <p>1., 2. ja 4. year and Bachelor's graduate survey</p> <p>1. year question:</p> <ul style="list-style-type: none"> - I am aware that it is possible to have special arrangements (individual study arrangements) if necessary. <p>2. & 4. year questions:</p> <p>Inclusion:</p> <ul style="list-style-type: none"> - I think that teaching situations (eg lectures) are equal and non-discriminatory at the University. - Assessment of academic performance (eg course grades) is, in my opinion, equal and fair. - I know what to do in a situation where I feel that teaching is not equal or non-discriminatory. - Have you experienced or witnessed harassment, racism or inequality in or outside teaching situations? - I know how to react if I encounter harassment, racism or inequality in my University community.
<p>Students' gender, age or other personal characteristics will have no impact on the assessment of student performance or their supervision and guidance.</p>	<p>✓ Implemented, continues</p> <p>Competence based curricula and defined assessment criteria</p> <p>Education reporting (TAU) application</p> <p>Study counselling and well-being support is provided by the guidance services at the faculty, joint guidance services and other support services. Furthermore, there is a low-threshold support service Navigaattori. Guidance and counselling services and contact information</p>
<p>To help students strike a balance between their personal life, family, work and studies and offer them equal opportunities to their maintain academic progress, we will develop flexible learning opportunities, such as alternative course completion options.</p>	<p>✓ Implemented, continues</p> <p>Curricula and teaching schedules lists various completion options</p>

<p>Tampere University will promote the equality and accessibility of national student admissions collaboration.</p>	<p>✓ Implemented, continues</p> <p>National collaboration</p> <ul style="list-style-type: none"> - The Rectors' Council of Finnish Universities Unifi - National project for development of student admissions 2022–2025, Valtakunnallinen yliopistojen opiskelijavalintojen kehittämishanke 2022–2025
<p>When creating a competence-based curriculum, the competencies that students must acquire to achieve a specific grade are defined. This will facilitate fair assessment practices that are not affected by any reasons related to students' personal characteristics.</p>	<p>✓ Partially implemented, still in progress</p> <p>Curricula and teaching schedules</p>
<p>We will train our teaching staff and academic advising staff on accessibility themes and how they can be taken into account in everyday work. We will offer training sessions and raise awareness of the information and support that is already available.</p>	<p>✓ Implemented, continues</p> <p>The Accessibility theme week in week 47/2022:</p> <ul style="list-style-type: none"> • Part of the programme was available in English. • Recordings and materials in Finnish <p>Accessibility Policy 2023-24 of Tampere University (pdf)</p> <p>Trainings and communications</p> <ul style="list-style-type: none"> • Trainings on accessible videos and files by ITC faculty • Other accessibility related trainings • Teachers email lists, intra news articles
<p>We will instruct teachers to use accessible learning materials, educational technology, teaching strategies and student assessment methods that are fair to all students and also steer students to behave in an equitable manner. We will ensure teachers have the necessary skills to use accessible learning materials, educational technologies, teaching strategies and assessment methods.</p>	<p>(✓) Partially implemented, still in progress</p> <p>Support Services for Teachers and Study Guidance, TLC organise trainings and provides support in accessibility matters. Eg:</p> <ul style="list-style-type: none"> • Accessible documents • Captioning training for staff • Workshop on the use of Subtitle Edit for teaching staff <p>TLC network and website</p>
<p>We will improve equality, among other things, by reducing possible physical, cultural, social and digital barriers that exist within the university community. To achieve this, we must provide diversity training and establish university-wide guidelines for improving accessibility.</p>	<p>(✓) Partially implemented, still in progress</p> <p>There has been trainings organised and self-study materials produced.</p> <ul style="list-style-type: none"> • In collaboration with The Equal careers for women – NOW! project diversity trainings and a self-study material Steps to Equality and Equity (pptx) has been produced.

	<ul style="list-style-type: none"> • Event calendar by NOW! project (in Finnish)
We will review and assess student admissions and pathways to degrees from the perspectives of equality and non-discrimination. Necessary measures will be taken in response to the findings.	<p>(✓) Partially implemented, still in progress</p> <p>Recognised as a new measure in the Accessibility Policy 2023-24 of Tampere University (pdf): “An internal audit on accessibility for the different admission methods will be conducted (2023–2024). Different admission methods will be examined from the accessibility perspective. These include, for example, interviews and Open University routes used in student admissions.”</p> <p>The SIMHE services, which offer higher education guidance, counselling and support for immigrants living in Finland, has been launched in collaboration with TAMK: SIMHE services - higher education guidance, counselling and support for immigrants living in Finland</p>
When teaching and related support services are developed, we will take measures to increase awareness among teachers and students of the possibility to request special arrangements. Students may be eligible for special arrangements if they have a diagnosed learning difficulty, an illness or a disability. We will increase awareness of the procedure for requesting special arrangements.	<p>✓ Implemented, continues</p> <p>Accessibility and individual study arrangements for student</p> <p>A Teams group for teachers and specialists involved in student counselling: TG-TAU yksilölliset opiskelujärjestelyt.</p> <p>Both students and staff have been informed of the individual study arrangements via intranet news articles and emails.</p> <p>Accessibility Policy 2023-24 of Tampere University (pdf)</p>
The University will address and prevent discrimination against individuals because of religion or belief.	<p>(✓) Partially implemented, continues</p> <p>Accessibility Policy 2023-24 of Tampere University (pdf)</p> <p>Inappropriate conduct, harassment and bullying – help for students</p>
The diversity of the university community and applicants will be highlighted in our marketing and communications.	<p>✓ Implemented, continues</p> <p>For instance there is diversity in images used in the marketing and communications materials. An effort is made to represent all races, gender identities, ethnicities, etc.</p>

	SIMHE services - higher education guidance, counselling and support for immigrants living in Finland are also showcased in the marketing of the University.
<p>The accessibility of the campuses, buildings, facilities and learning environments will be improved when renovating and remodelling the existing premises or building new ones. Gender diversity will be considered when designing and renovating the premises. Accessibility will be considered in the context of building maintenance.</p>	<p>✓ Implemented, continues</p> <p>The accessibility is an established part of the operations of the Facilities Management. The Facilities Development Programme includes noting accessibility.</p> <p>Campus accessibility</p> <p>Accessibility Policy 2023-24 of Tampere University (pdf) includes several new measures to further improve campus accessibility.</p>
<p>Tuition fees place students coming from outside the EU/EEA countries in an unequal position. The University will invest in a scholarship system to promote the equal position of students who are required to pay tuition fees. Besides academic performance, the scholarship system will take into account the need for financial support. We will look into the impact that the introduction of tuition fees (possibly in cooperation with other universities in Finland) has had on international students' opportunities to study in Finland, their well-being and integration into Finnish society. The University will collect data about tuition fees, the personnel costs associated with the scholarship system, and student marketing costs. The data will be made openly available to the university community.</p>	<p>-- No information available</p> <p>Tampere University scholarships</p> <ul style="list-style-type: none"> • Tampere University tuition fee scholarships • Finland Scholarship • Early bird offer • Tampere University International Advancement Scholarship
<p>We will develop the instructions and practices relating to internships and student mobility to ensure they do not place students at an unfair disadvantage. Internships and exchange programmes must be safe for students who identify with minority groups, and they may not expose students to discrimination or harassment. In case of problems, the University must provide affected students with the necessary support. The University must enhance disabled students' access to internships and student exchange and take disability into account when developing related support services.</p>	<p>(✓) Partially implemented, continues</p> <p>New procedures and guidelines are currently being developed:</p> <ul style="list-style-type: none"> • The procedure to be observed in case of encountering Inappropriate conduct, harassment and bullying during a traineeship is included in the guidelines for students • The perspective of diversity has been noted in the University's communication to potential traineeship employers (in Finnish) <p>Recognised as development needs in the Accessibility Policy 2023-24 of Tampere University (pdf).</p>

<p>We will assess the extent to which the degree programmes offered by Tampere University provide students with an understanding of non-discrimination and related legislation and the ability to promote non-discrimination.</p>	<p>(✓) Partially implemented, still in progress</p> <p>Will be noted in the current process of developing and designing the curricula</p>
<p>RESEARCH</p>	
<p>The equal and non-discriminatory treatment of researchers not only during the recruitment process but also during employment is a key principle for Tampere University. We take persistent measures at the faculty-level and the University-level to monitor and promote compliance with this principle.</p>	<p>✓ Implemented, continues</p> <p>The state of equality and non-discrimination at Tampere University has been mapped by surveys. The information obtained from the surveys will be discussed in different working groups and administrative bodies.</p> <p>Tampere University's Equal Opportunities Committee conducted an equality and non-discrimination survey to the staff in 2022. The summary of the results was published in the intranet. The results will be used for following up on and updating the University's equality and non-discrimination policies for 2023-25.</p> <p>Furthermore, the University took part in the European UNIsafe research project on the experiences of gender-based violence at universities in winter 2022. Summary of the results.</p> <p>In 2021 Tampere University was awarded the HR Excellence in Research a quality label. Human Resources Strategy for Researchers (HRS4R) quality work is based on the values of the European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers. At Tampere University, this work is part of the university's quality work which is continuously developing operations through evaluations.</p> <p>As part of the HRS4R the University conducted a survey on researchers' working conditions in spring 2023. The results were discussed in the HRS4R steering group.</p> <p>Furthermore, the University has actively participated in the European Consortium of Innovative Universities: ECIU and its equality, diversity and inclusion policy work. Gender-equality, diversity and inclusion plan by ECIU.</p>

	In addition to the University level equality and non-discrimination policies, it has been noted that there is a need for the faculties and service units to include measures to promote equality, non-discrimination in their annual HR plans.
The opponents and preliminary examiners of doctoral dissertations will be equally selected from among male and female candidates when possible.	-- No information available
When research tasks are organised, researchers' personal circumstances will be considered when necessary. Staff members' research work will be supported and promoted across the University.	-- No information available
Open positions for doctoral researchers and tenure-track faculty will be internationally advertised if possible. All those interested in academic research will be equally encouraged to apply for the positions. When new tenure-track faculty members are hired (especially if the academic rank of the position, ranging from assistant professor to full professor, is not defined in advance), it is important to ensure that the appointment criteria are clear and transparent and that the members of the recruitment committee are unbiased experts in the field of the open position.	<p>✓ Implemented</p> <p>Tenure track career path</p> <p>The tenure track guideline has been updated based on feedback received from people holding tenure track positions and comments from the university community in winter 2022:</p> <p>Tenure track at Tampere University</p>
As stated in the University's guidelines for academic advising and guidance, a supervisory plan is drawn up with all doctoral students to support their professional development as a whole.	<p>(✓) Partially implemented, still in progress</p> <ul style="list-style-type: none"> • Rights and responsibilities of doctoral students and supervisors during a thesis process • Academic Guidance and Counselling Policy of Tampere University - Further guidelines for providing doctoral students with instructional support and promoting their academic progress (pdf, page 4) <p>Supervision and resources for supervision has been one of the themes discussed in the Doctoral supervisors' Coffee series:</p> <p>Doctoral Supervisors' Coffee at the Doctoral School: the new and key resources for all Tampere University doctoral supervisors.</p> <p>As part of the EU project DocEnhance the Doctoral School has produced an online course on supervision. The course is available on the Moodle learning system. It contains videos, exercises and support materials. These resources can be used for self-study and inspiration at the faculties.</p>

<p>The University's principles for allocating research funding may not be directly or indirectly discriminatory. When funding is awarded, the need to extend the grant period, for example, due to family leave or other legal grounds will be taken into account. When recruiting research staff, family leave will not have a negative impact when assessing candidates' research merits.</p>	<p>✓ Implemented, continues</p> <p>The University guidelines comply with the requirements of the institutional research funders (EU: GEP, Academy of Finland, foundations).</p>
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