

Policy against discrimination, bullying and harassment at Dansalliansen's activities

Dansalliansen does not accept any form of discrimination, offensive special treatment (bullying), harassment or sexual harassment. The working environment during Dansalliansen's activities should be characterized by openness where course leaders and participants should treat each other with respect.

Dansalliansen follows the Discrimination Act and works to counter discrimination and promoting equal opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Harassment is covered by the Discrimination Act and is defined as an act that violates someone's dignity linked to any of the grounds of discrimination, e.g. that someone expresses ridicule or degrading generalization.

Sexual harassment according to the Discrimination Act, is an unwelcome behavior of a sexual nature, e.g. unwelcome invitations, demands for sexual services, touch, displaying offensive material, or other verbal or physical behavior of a sexual nature.

Dansalliansen follows the provisions Organizational and social work environment and its regulations concerning offensive discrimination (Actions directed against one or more employees in an abusive manner, which could lead to ill health or their being placed outside the community of the workplace.) e.g. to systematically ignore a person, to ridicule someone in front of others, to slander a participant or his family, consciously withholding information, overcritical or negative treatment, bullying.

Dansalliansen has guidelines and routines for handling cases of bullying and harassment. Anyone who feels victimized should notify the office as soon as possible. The report should be made to the contact person, course responsible or to the activities manager. The person filing a report may not be subjected to any kind of reprisal (punishment). In serious cases of harassment/sexual harassment the person who has been victimized should make a police report.