

FINANSSI RY'S EQUALITY AND NON-DISCRIMINATION PLAN

GENERAL INFORMATION

This is the equality and non-discrimination plan of Finanssi ry (Finanssi), which is valid until further notice and can be updated if necessary during the association's meetings. The purpose of this plan is to ensure that Finanssi's activities are open and equal for everyone. The plan provides guidelines and tools to promote equality and prevent discrimination within Finanssi.

The plan was prepared by the 2021 board under the leadership of the chairperson. It is based on the University of Oulu Student Union's (OYY) equality and non-discrimination plan, as it also applies to subject organizations as equal operating environments. The implementation of the equality and non-discrimination plan is primarily the responsibility of the board of Finanssi ry, and to some extent, all participants in Finanssi's activities. Its content applies to all members of Finanssi and all events organized by Finanssi.

TERMINOLOGY

Equality refers to the equal value of all people as individuals and members of society. However, equality often specifically refers to gender equality. Societal roles, rights, and obligations apply equally to everyone, regardless of gender, allowing each individual to fulfill themselves without facing obstacles based on their gender.

Non-discrimination is a broader concept than equality, meaning that people are considered equal regardless of their gender, age, ethnic or national origin, nationality, language, religion, beliefs, opinions, disability, health condition, sexual orientation, or any other personal characteristic, and no one is discriminated against.

PROMOTING EQUALITY IN FINANSSI

Finanssi's activities are free from all forms of discrimination and harassment. These activities are based on equality and non-discrimination. Factors such as religion, political and cultural beliefs, gender, sexual orientation, or any other personal characteristic must not influence participation in Finanssi's activities.

The organizers of Finanssi events will appoint a harassment contact person if the nature of the event requires it. The role of this person is to act as a point of contact in case of various problems. They must be available during and, if necessary, after the event for matters related to harassment or equality. If necessary, they can refer the matter to OYY's harassment contact person, provided that the affected individual wishes so. Problematic situations can include accessibility issues, unequal treatment, harassment, bullying, and discrimination.

Finanssi aims to reach its entire membership through its communications. Communications are carried out fairly and comprehensively across all the association's communication channels to ensure that all members are reached. Finanssi also aims to engage international exchange and degree students. Increasing communication in English will enable international students to participate in Finanssi's activities. Event participation is also facilitated in English, where feasible.

Finanssi's goal is to organize activities that respond as broadly as possible to the interests of its members. In addition to traditional student events, activities related to sports, culture, recreation, and mental health are also organized. Full participation in the association's events must be possible without alcohol consumption. The goal is to create an approachable atmosphere for the entire membership.

Finanssi takes into account the different financial situations of its members and ensures that its activities remain economically accessible. Finanssi keeps the prices of events and guild products as affordable as possible. It also organizes a variety of free events and may subsidize, for example, ticket prices for cultural events.

Finanssi acknowledges the diversity of gender and sexual identities in its activities. Gender-specific terms are avoided, and events take into account gender diversity. Finanssi considers accessibility, ensuring that it is emphasized, for instance, in the planning of a possible new guild room for the upcoming city center campus. Accessibility is always considered at events where feasible.

HANDLING PROBLEMS

The primary way to avoid problems in the association's activities is through prevention. Finanssi aims to achieve this by acknowledging the diversity of its members and appointing a harassment contact person for necessary events. Finanssi also seeks to train its members for this role.

If problems do arise, the harassment contact person, event organizers, participants, and Finanssi board members have the right and duty to intervene. All event participants are obligated to report problems to the organizers.

Problem-solving is sought through discussion with the parties involved. If the problem persists after the discussion, the event organizers and Finanssi board members have the right to request that the individual leave the event venue. If necessary, event organizers or the Finanssi board are obliged to call the relevant authorities.

If requested by the involved party, Finanssi will offer a post-event hearing session to address the situation. In cases of harassment, bullying, or discrimination, OYY's harassment contact persons are also available to support students.

MONITORING AND EVALUATION

Finanssi's website has a contact form through which anyone can anonymously send feedback or report harassment they have experienced. The chairperson receives the feedback and handles it appropriately. Based on the feedback, necessary actions will be taken, and the situation will be investigated if needed.

The chairperson, together with the board, ensures that the equality and non-discrimination plan is implemented in practice. Each board member promotes equality in their position as they see fit, using the practices and tools presented in this plan.

Finanssi ry board 2021

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