

Pörssi ry's equality plan

2022

Introduction

The purpose of this equality plan is to promote the equality work of Pörssi ry and to ensure equal treatment of all members and prevent discrimination. The purpose of the equality plan is to maintain the type of organizational activities that ensure that every member of Pörssi ry is treated equally in the organization, so that everyone can be themselves and find their place in the organization.

Content warning

This document contains comments, discussion and (detailed) examples of cases of racism, sexual harassment, harassment against gender and sexual minorities, accessibility, and discrimination on the grounds of economic equality, age and language.

Equality and Pörssi ry

According to Section 8 of the Non-Discrimination Act (1324/2014), no one shall be discriminated against on the basis of age, ethnic origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relations, health, disability, sexual orientation or other personal grounds. Discrimination is prohibited, regardless of whether it is based on a fact or assumption about the person or someone else. In addition to direct and indirect discrimination, discrimination includes harassment, denial of reasonable adjustments and instructions or directions to discriminate.

As the representative of the students and under the Faculty of Business and Economics of the University of Jyväskylä, Pörssi Ry is obliged to apply Chapter 2 (Sections 4-5) of the Non-Discrimination Act (1324/2014) on the duty of public authorities to promote equality and the duty of education providers to promote equality.

Equality is therefore a matter for every member and Pörssi ry is obliged to promote equality in its activities.

The promotion of equality is part of Pörssi ry's 2023 strategy in the area of community, as well as the 2022 Board Action Plan. Shortcomings in equality and harassment issues have been identified in the 2021 Equality Survey. An increase in harassment cases has also been observed at the level of the University of Jyväskylä as a whole.

Each member of Pörssi ry commits to respect and promote equality through their own actions. In this document, we will address the challenges of equality and harassment that have been identified in the association. We want to set out clear plans to prevent these challenges and outline the role of the association in equality issues. In this document, we will also define the types of harassment and the sanctions in cases of equality violations.

We will appoint equality representatives and an equality committee and clarify the role of these actors. The document sets out Pörssi ry's principles of safer space, as well as event guidelines and a rescue plan for harassment situations to promote equality also at events.

Pörssi ry wants to guarantee everyone the safest possible space for studying and belonging to a community. We aim to guarantee this for everyone through an equality plan.

Equality survey 2021

Tämän yhdenvertaisuussuunnitelman pohjana on hyödynnetty syksyllä 2021 toteutettua yhdenvertaisuuskyselyä. Kyselyn tarkoituksena oli kartoittaa miten järjestömme voi, sekä miten yhdenvertaisuus on toteutunut.

This equality plan is based on the equality survey carried out in autumn 2021. The purpose of the survey was to find out how our organisation is doing and how equality has been achieved.

The results of the 2021 survey strongly reflect the impact of the COVID-19 pandemic on students' daily lives. In addition, the importance of mental health has increased significantly compared to previous surveys. As in previous years, the equality survey was distributed to members in a joint Facebook group.

The total number of responses to the anonymous survey was 149, a significantly larger sample than in the previous year.

- - 61.1% of respondents identified themselves as female and 38.9% as male. "Other", as well as "Do not want to answer" did not collect any responses.
- - 84.6% of respondents were in the age group 20-25 years and 12.1% in the age group 26-30 years.
- - The years studied were very evenly distributed among the respondents, and 98% of respondents reported being members of Pörssi.

The Equality Survey was expanded for the year 2021, with a wider range of questions and a stronger focus on current issues. Questions from previous years that were no longer relevant were removed from the survey, while still ensuring comparability between years.

Previously, equality surveys have been carried out in 2018 and 2019, with the responses focusing on abstinence from alcohol, speaking English, and developing economic and age equality. The difference in members' attitudes towards equality and its development has changed over the years. In 2018 and 2019, equality was perceived as being achieved and the need to develop it was not seen as critical. In 2021, on the other hand, equality was perceived to be only mostly achieved and its development was seen as somewhat important.

Prevalence of discrimination and harassment

Sexual harassment

Sexual and gender-based harassment is considered as discrimination under the Equality Act. Sexual harassment is defined as verbal, non-verbal or physical unwanted conduct of a sexual nature that intentionally or effectively violates the mental or physical integrity of a person, in particular by creating an threatening, hostile, degrading, humiliating or distressing atmosphere (*Tasa-arvovaltuutettu, 2022*)

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Unwelcome physical harassment and touching, advances (choking, grabbing, slapping) - Inappropriate repeated requests, suggestions - Following, not being left alone - Continued activity (or anger) after refusal; no opportunity to refuse - Sexually suggestive facial expressions, looks and gestures - Unwanted comments or questions about body/appearance - Sending unwanted pictures - Blaming the victim - Sexually suggestive tasks at events <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - 48 respondents had experienced and/or been subjected to sexual harassment - 5 respondents reported that this harassment was still ongoing - 1 respondent reported rape - 7 respondents also reported that the use of alcohol had had an influence - 85 respondents reported that the harasser was a member of Pörssi, another student or an outsider - 3 respondents also reported that the harasser was a confidential person 	<ul style="list-style-type: none"> - Keeping eyes open to what others are doing and stepping in or at least asking if you see someone is not comfortable - Event organisers will ensure that activities that are likely to cause harassment are excluded in the planning and implementation of the event - All follow-up activities are carried out according to the wishes of the victim - Introduction of event guidelines and a rescue plan for harassment situations to support Pörssi's events

Racism

Racism may manifest as intentional and conscious acts between individuals and groups, for example, or as unintentional racialising behaviour based on fears and prejudices. Racism is a system, in which politics, institutional practices, culture and other norms maintain racialised social power structures. It is a part of the social, economic and political systems, in which everyone is involved.

The people targeted by racism can perceive the extent and severity of racism best. There are also many studies that tell about the prevalence of racism. Racism may manifest as hate speech, discrimination, violence or apparently neutral practices that in reality exclude a part of people. Discrimination and hate crime must not be seen only as individual cases; the structural racism and discrimination behind them must also be identified. (Yhdenvertaisuusvaltuutettu, 2022)

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Racist sitz songs - Use of racist slurs (e.g. n-word) by individual students at events - Racist comments during lectures (e.g. a lecturer referred to Africans as lazy) - Racist treatment at university IT-services - Silent acceptance (members/operators failed to address racist situations) - Microaggressions (e.g. Where are you really from?) - Racist messages in internal communication channels (e.g. use of emojis in a racist way) - Prejudice (e.g. comments such as "You don't seem representative of that group" or "good immigrant") - Note: Most situations are surprising, as people are not aware of the different forms of racism and how to recognise them <p>Equality survey 2021</p> <ul style="list-style-type: none"> - 21 people had experienced discrimination based on ethnicity or origin 	<ul style="list-style-type: none"> - Equality training for all operators, autumn tutors and board in August or September 2022 - Toastmasters at sitz-parties are given a guide to remove racist songs, shouts or costumes, which they must follow - Cleaning up the Pörssi's songbook from discriminatory songs - Providing anti-racism training for the board

Sexual and gender minorities

Sexual orientation is a characteristic that describes who a person falls in love with or feels emotional or sexual attraction to. The sexual orientation of a person may be heterosexual, gay, lesbian or bisexual, for example..

Many of the obstacles to equality are linked to unintentional attitudes, lack of knowledge or lack of understanding. Heterosexual, gender and relationship norms are still so strong in our society that we often fail to recognise them. However, many norms cause discrimination and exclusion and awareness of them is important to promote equality. For example, the assumption that a person's partner is of a different sex is one such normative assumption. (Yhdenvertaisuusvaltuutettu, 2022)

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Transphobic speech and slurs - The use of BILGBTQIA+ community terms as slurs - Gender demeaning, for example by refusing to cooperate with someone because of their sex, gender identity or gender expression - Othering speech (heteronormative speech, assuming someone's gender/sexual orientation) - Disrespecting pronouns or names (deliberately using them wrong) - Heteronormativity of sitz-songs <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - 20 respondents say they have witnessed inappropriate language regarding gender - 7 respondents say they have witnessed inappropriate language about sexual identity 	<ul style="list-style-type: none"> - Raising awareness and visibility by participating in Pride weeks and selling rainbow patches for charity (e.g. SETA) - Abandoning gender-specific rules at sitz-parties: <ul style="list-style-type: none"> - Abandoning gender-based seating arrangements - Abandoning the practice of saying "girls do, boys do", etc. - The skooling is done in a diagonal direction viistoon - Reforming freshman royalty so that the freshman royalty is elected regardless of gender (compared to the previous freshman king and queen)

Accessibility

According to the UN Convention on the Rights of Persons with Disabilities, persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. Disabilities can be congenital or the result of an accident. Discrimination based on disability may involve, for instance, failing to make reasonable accommodations for people with disabilities despite their requests, such as building a ramp. (*Yhdenvertaisuusvaltuutettu*)

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Events are held in spaces that are not accessible (e.g. Valorinne and Aaltosali) - Barriers are not mentioned in event descriptions - Finding the presence of assistants strange - Having to find out about accessibility by oneself - Ableist attitude: for example, using disability as a slur (disabled, autistic,...) <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - 17 respondents say they can participate in events without barriers sometimes, rarely or not at all - One respondent is unable to participate in events due to social barriers caused by visual impairment 	<ul style="list-style-type: none"> - Mapping the accessibility of events and venues - Informing about barriers at events (and issues related to hearing and mental health) - Introducing the possibility to indicate in advance individual accessibility needs when registering for events.

Abstinence from alcohol

Abstinence from alcohol draws a lot of attention and causes experiences of loneliness and exclusion in student circles. Alcohol normative society and student culture see drinking alcohol as the norm and not drinking as strange. Drinking is strongly associated with student events, which often take place in bars or involve the handing out of spirits as prizes. Alcohol consumption is associated with many harmful effects and health risks and is a major health threat to society. In Finland, high-risk alcohol consumption levels range from 12-16 servings per week for women and 24-23 servings per week for men. Despite this, there is a lot of drinking in student circles and the amount of alcohol consumed is often too high to count.

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Questioning sobriety (why don't you drink? comments) - Alcohol consumption by default, no opportunity to refuse alcohol (alcohol available to everyone) - Persuading, compelling, instigating - Exclusion, not being invited because of sobriety ("you're boring" comments) - No attendance at non-alcoholic events - "I can't be an alcoholic, I'm a student" <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - 79 respondents feel pressured to drink more than they would like to - The most common causes of pressure are student events, other students, friends and social situations 	<ul style="list-style-type: none"> - Improving the marketing of non-alcoholic events - Not making a big deal out of alcohol - A non-alcoholic option is always available at events and the options are equal - Prizes are not always alcohol - Open discussion, for example during mental health weeks on anxiety related to hangovers and problems of excessive alcohol consumption

Economic equality

The financial situation of the members should not prevent them from participating in the events of Pörssi ry. The association ensures that anyone's socio-economic status does not affect the building of friendships and does not emphasise a particular social status.

It should be noted that low socio-economic status and one's own perceptions of it are often subjective. Studies have shown that socio-economic status is reflected in university selection and opportunities in life (Mikkonen, 2013). Often these experiences arise from interactions where it is difficult for a student from a lower socio-economic background to relate to university culture or the working environment.

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Making assumptions about the economic position of others - Costs for a new student (e.g. 45e for overalls during freshmen week, 40e membership fee, etc.) <p>Equality survey 2021:</p>	<ul style="list-style-type: none"> - Making events accessible to members at an affordable price - Keeping Freshman Week events as affordable as possible - Informing freshmen in advance about the cost of freshman weeks

<ul style="list-style-type: none"> - 2 respondents say events such as annual ball are too expensive - 2 respondents say that overalls were somewhat expensive - 89 respondents agree that low income is taken into account in pricing, 11 disagree, 149 neither agree nor disagree. 	<ul style="list-style-type: none"> - No profit is to be made from events aimed at members - As part of the 2023 strategy, strengthening work-life readiness by organising work-life readiness events, such as business excursions and a new case event - Lowering the price of overalls
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Discrimination based on language

Pörssi ry communicates and serves in two languages: Finnish and English. Language skills should not affect how an individual is treated or served. Pörssi ry strives to increase international students' participation in its activities.

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Low participation in events by international students - Students are afraid to speak English, which affects the integration of international students into the community - Some communication about events ignores English-speaking members, communication only in Finnish <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - Two respondents say they have experienced exclusion based on language 	<ul style="list-style-type: none"> - Informing about events in Finnish and English - More events in English (e.g. excursions in English) - Encouraging operators and board members to use English at events - Instructions in Finnish and English

Discrimination based on age

"Age refers to the age a person has reached. Age as grounds for discrimination covers all ages. Therefore, the prohibition of discrimination in the Non-discrimination Act applies to discrimination of people of all ages. Discrimination based on age may include, for example, not letting young people of a certain age into the library in the evenings."
(Yhdenvertaisuusvaltuutettu 2022)

Forms of manifestation:	Actions in 2022:
<ul style="list-style-type: none"> - Making assumptions based on the age of a student - Exclusion from a group because of age difference <p>Equality survey 2021:</p> <ul style="list-style-type: none"> - 8 witnessed age-based discrimination - Some respondents did not feel welcome at the events because of their age 	<ul style="list-style-type: none"> - Stating in the equality plan that age-based discrimination is a form of discrimination - Training board and operators to intervene against age-based discrimination - Not organising age-based events or preventing participation in events because of age

The Equality Representatives

There are four equality representatives at Pörssi ry, from whom students receive support when they encounter harassment or other inappropriate treatment. Anyone who has been experienced harassment, bullying, discrimination, racism or other unequal treatment can contact the equality representatives and ask for advice and help to resolve the issue. The equality representatives do not act as judges in situations, but help in handling the situation, give the opportunity for a safe space and support the person concerned in the process. All conversations are always confidential and will not be shared with anybody. In addition, the equality representatives will not take any actions without your permission..

The presence of equality representatives will bring a sense of security to Pörssi ry's members and also help Pörssi's event organizers to develop even more equal events.

The equality representatives can be reached primarily by e-mail at any time, but also at events or face-to-face or via Telegram. Equality representatives have two different e-mails, from which you can choose which one to send your message to. If the notifier has not clearly stated in their message that they only need representatives of one gender the situation will be considered by the equality committee.

In addition, the equality representatives also act as improvers of equality and monitor the realization of equality in Pörssi ry's operations.

Two Board members are elected as equality representatives. Preference will be given to persons of different genders. The aim is to have the broadest possible representation of the members. The equality representatives have themselves expressed an interest in the post, and their qualifications for the role were considered by the board to ensure the best interests of the membership were met. The term of office of the Equality Officers is one calendar year.

The Equality Committee

The equality committee consists of the chairman, the equality representatives and the vice-chairman or one of the other four members of the board. The committee shall be as diverse as possible, taking into account, for example, gender, ethnicity, religion or sexual identity. The Equality Committee will meet whenever a situation of harassment or violation of equality has arisen as a result of a report or observation by a member. The Equality Committee will only take action if the person experiencing harassment consents to it.

The equality committee operates on a confidential basis and is restricted to providing information only to those involved in the situation. The equality committee is entitled to provide information to the board in a two-step process.

The equality committee is obliged to give a statement to the parties within one week. The parties concerned have the right to be informed of the progress of the process. By default, the equality representative who has been contacted is responsible for communicating with the parties concerned.

The equality committee will resolve the situation using a one-step or two-step procedure. By default, harassment cases will be processed by the one-step procedure. In situations of third degree of seriousness, the procedure is a two-step procedure.

In a one-step procedure, the equality committee is entitled to use sanctions of 1-2 degrees of severity. Under the two-step procedure, the equality committee and the board are entitled to use sanctions of 3 degrees of severity.

The one-step procedure

In a one-step procedure, the equality committee works as follows:

1. Listening to the person who has experienced harassment
2. Listening to the person who caused the harassment
3. Defining the action plan and the degree of severity. Presentation of the decision to the parties.

The two-step procedure

In a two-step procedure, the equality committee works as follows:

1. Hearing to the person who has experienced harassment
2. Hearing to the person who caused the harassment
3. Defining the action plan and the degree of severity and presenting them to the board
4. Decision by the board and submission of a statement to the parties

The equality commission will present a action plan to the board, as well as a definition of the severity level in cases of harassment or equality violations without revealing the identity of the parties involved. The board will either approve or reject the equality committee's proposal. If a sanction is imposed on the accused, his or her name will be disclosed to the Board in confidence, if necessary.

If the board cannot reach a consensus on the situation, a majority vote is taken, with at least half of the votes of the whole board required to approve or reject the proposal. If a Board

member is unable to attend the vote on the spot, the Board member's vote shall be null and void.

If the proposal is rejected, the person concerned is entitled to a re-hearing. The harasser or offender is not entitled to a rehearing if the equality committee is convinced that there is sufficient justification and evidence for the decision.

Severity levels and action plan

The definitions of severity levels are for guidance only. The equality committee has the option to use severity levels 1 and 2 at its own judgement and is obliged to provide reasons in writing to the person causing the harassment/violating equality..

In addition to defining the level of severity, the equality committee will issue an action plan to prevent similar situations.

The equality committee is entitled to record the situation in Pörssi ry's equality plan and to inform JYY if the committee obtains the consent of the person concerned.

Degree of severity and sanctions	Criteria for determining the degree of severity (at least one of the following criteria must be met for the severity level to apply)
<p>Level 1</p> <ul style="list-style-type: none"> -Warning - Assessing a person's eligibility to apply to become Pörssi's operator 	<ul style="list-style-type: none"> - The person understands the seriousness of the situation and takes responsibility for it - The person is a first-timer - The person is cooperative
<p>Level 2</p> <ul style="list-style-type: none"> - Warning and 1-6 month suspension from all Pörssi ry's events and activities - The offender's eligibility to apply to become an operator will be assessed after one year 	<ul style="list-style-type: none"> - The person has already been warned and is repeatedly causing harassment or offences against equality. - The person understands the seriousness of the situation and takes responsibility for it - Can also be applied to first-timers, depending on the situation
<p>Level 3</p> <ul style="list-style-type: none"> - Suspension for 6-12 months from all Pörssi ry's events and activities 	<ul style="list-style-type: none"> - The person has repeatedly caused harassment and situations that violate equality

<ul style="list-style-type: none"> - Follow-up after the suspension and, if necessary, submission of a further suspension - The offender does not have the right to apply to become Pörssi ry's operator 	<ul style="list-style-type: none"> - The person has blatantly caused harassment and situations that violate equality (also applies to first-time offenders) - The person is not cooperative or does not understand the seriousness of the situation
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If a board member, tutor or operator violates equality or causes harassment, the equality committee will assess the situation and take appropriate action (possibly dismissal). If necessary, support will be sought from the JYY Harassment contact persons or other parties.

Training of tutors, operators and the board

Every operational year, at least one equality training session must be organised for board members, operators and tutors. The training can be organised by an expert within the association or student union. The training can also be outsourced to a third party if necessary.

The board, tutors and operators are committed to undergo training before taking up their posts. In the event of inability to attend the training, the equality representatives must ensure the suitability of the person for the task (e.g. distribution of materials and discussion).

Objectives for board members	<ul style="list-style-type: none"> - Takes harassment and equality issues into account when planning activities - Understands how the equality committee works and how sanctions are determined - Understands different forms of harassment and know how to intervene - Can develop equality within the association - Understands the principles of safer space - Knows the contents of rescue plan for harassment situations and the event guidelines
Objectives for operators and tutors	<ul style="list-style-type: none"> - Understands different forms of harassment and know how to intervene - Understands how the equality committee works and how sanctions are determined

	<ul style="list-style-type: none"> - Can guide the person experiencing harassment to the relevant people - Understands the principles of safer space - Knows the contents of rescue plan for harassment situations and the event guidelines
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Selection of Pörssi's operators

As emphasised in the board's training, applicants must be treated equally in the selection process. The selection of new operators must always take into account equality and any sanctions that may have been imposed on applicants. Selections are never made by a single person, but are always decided by a number of people, either the full Board of the Exchange, or another group of several people. This is to reduce the influence of each individual's own prejudices and prior knowledge of the candidates on the selection process..

In the selection process of the board, any previous equality violations by applicants must be taken into account. The sitting chairperson will review the candidates' proposals for the composition of the board before their publication. If necessary, the sitting chairperson proposes changes to the proposals, citing any previous sanctions.

The selection process for operators is constantly being re-evaluated and, where possible, new methods are being explored to ensure that the selection process is as equal as possible.

Principles for a safer space

The principles of a safer space are a way to create practices that make every member feel welcome, safe and aware of practices to resolve uncomfortable situations instead of enduring them.

The aim is to create an atmosphere in Pörssi where people can communicate and socialise without pressure. Everyone should be familiar with the means to deal with aggressive and disruptive behaviour if it occurs. If it seems difficult to intervene, you can ask a friend or an event organiser for help. Everyone can make a positive contribution to the well-being and safety of everyone in Pörssi!

PÖRSSI RY'S PRINCIPLES FOR A SAFER SPACE:

- ★ We respect the personal physical and psychological integrity and autonomy of others. We cannot know the limits of others without asking. What is comfortable for you may be uncomfortable for someone else. We give you the opportunity to say no, and you don't have to justify saying it.
- ★ We do not harass anyone verbally, by touching or staring. We do not tolerate discriminatory, derogatory or hostile behaviour in any way.
- ★ We do not make assumptions based on appearance or background. We try to be aware of our own assumptions and respect others as human beings over our own prejudices.
- ★ We will intervene to stop inappropriate behaviour. If we encounter harassment or discrimination, we will take it forward with a low threshold. Equality representatives, other board members or event organisers will be there to support you in any situation.
- ★ If we find someone who is unwell, we will never leave them alone. We take care of them or make sure someone else does.
- ★ We give others space to be heard and involved in discussions. We do not pressure others to behave in any way, but allow everyone to be exactly who they want to be.
- ★ We apologise if we have offended others. We understand that everyone can make mistakes and mistakes can happen. We dare to ask and learn, and we encourage others to do the same.

Let's make Pörssi a place where everyone can enjoy themselves <3

Promoting equality at Pörssi's events

Promoting equality at events starts with good planning and a quick reaction. To promote equality at events and to assist event organisers, event guidelines and a rescue plan for harassment situations have been created.

Event guidelines

The purpose of the event guidelines is to help the event organiser to take into account all participants and their needs already at the planning stage. All Pörssi's operators should follow these guidelines when organising events.

Event guidelines for Pörssi's events:

Objective	Implementation
Accessibility: Everyone has	Try to choose an accessible space for the event. Accessibility means, for example, wheelchair access and mobility, disabled toilets, induction loops

<p>the possibility to participate in the organisation's events.</p>	<p>(aid for the hearing impaired), consideration of background noise, appropriate lighting (not too dark or bright), access to general assistants, etc. Remember to mention in your event communication whether the space is accessible and to mention any accessibility features.</p> <p>Map the needs of participants in advance when signing up for events, for example by using the following sentence: <i>Please inform the event organiser in advance of your individual needs.</i></p> <p>If you are serving food at the event, make sure you have at least a vegetarian option, a lactose-free option and a non-alcoholic option which is something other than water.</p>
<p>Equality:</p> <p>Everyone feels safe at events.</p>	<p>Keep the principles of safer space in mind when communicating about an event and if possible also place printed copies for reading at the event location (e.g. toilets). It is also recommended that the event's possible host mentions the safer space principles and the equality representatives who will be present at the event.</p> <p>Make sure that the nature of the event does not pressure anyone to drink alcohol (e.g. the completing challenges does not require drinking alcohol), and that non-alcoholic drinks are also available.</p> <p>If signing up requires you to identify your gender, give the option to answer "other" in addition to male and female.</p> <p>Equality of sitzparties: use randomized seatment plan, rather than gender-based. Ensure that drinking songs are not offensive or demeaning. When selecting toastmasters, consider that these individuals understand and commit to the Pörssi's principles for safer place.</p>
<p>Linguistic accessibility: events are also communicated about in English</p>	<p>Tell in advance in which language the event will be held and whether participation in other languages is possible. In your event communication, translate at least the main details of the event into English.</p>
<p>Stopping misbehaviour: responding quickly to problems</p>	<p>Address inappropriate behaviour immediately if it occurs. Inappropriate behaviour includes, for example, pressure to drink, chauvinistic jokes or harassing advances. (See the emergency plan.)</p> <p>Pörssi has equality representatives who have the main responsibility for dealing with any problematic or harassing situations. The rest of the board, event staff or other operators are also responsible. If necessary, these persons will be in contact with the authorities.</p> <p>Examine the emergency rescue plan in advance and make sure that everyone working at the event is familiar with it.</p>

As the organiser, you are ultimately responsible and play a crucial role in ensuring that everyone enjoys the event and adheres to the principles of safer space. Make sure that everyone gets to participate, has their say, and that no one is left out.

In addition, the organiser of the event should examine JYY's equality guide when organising the event.

Rescue plan for harassment situations

The aim of the plan is to identify harassment and discrimination situations and to provide event organisers with clear guidelines on how to deal with them.

The board and operators (e.g. the event division and event staff) should familiarise themselves with the harassment rescue plan in advance so that they know how to act accordingly in case of a harassment or discrimination situation at an event.

The rescue plan is always handed out to all operators separately.

Calendar of the equality plan

This plan has been created in 2022 and approved by the board of Pörssi on 16 August 2022. The plan should be updated annually at the beginning of each year. The next date for conducting the equality survey and updating the equality plan will be spring 2023. The implementation of the update is by default the responsibility of the head of social affairs, but it is recommended to involve other board members and members of Pörssi in the update..

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In 2022, the plan was updated more extensively. The data used in the survey was based on the 2021 equality survey of members. In the coming years, it will be important to continuously monitor the state of equality in the Exchange and make updates to this revised plan accordingly. Although the plan will be updated every two years, at least minor updates should be made each year, as set out in the table below.

During a calendar year, the equality plan requires the following actions:

Date	Action
January	<ul style="list-style-type: none"> - Updating the contact information of the equality plan and the harassment rescue plan and adding the updated equality plan to the website - Training equality representatives - Updating the equality representatives' contact information on Pörssi's website and introducing them on social media channels
February	<ul style="list-style-type: none"> - Training Allstars and other operators on equality
March	<ul style="list-style-type: none"> - Updating the Equality Plan and carrying out an equality survey every two years in March, from 2023, 2025, 2027, etc. The survey must be carried out so that the plan is ready in March, so that the document is also ready for the JYY spring operating grant application in April.
August	<ul style="list-style-type: none"> - Training tutors on equality
September	<ul style="list-style-type: none"> - Introducing the equality representatives to the freshmen, for example on social media
December	<ul style="list-style-type: none"> - Training the new board on equality and the equality plan - During the training the new and old board will jointly define the equality objectives for the coming year and record them in chapter 2 of the equality plan.

SOURCES

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