

Policy for diversity and inclusion

1. Purpose

The purpose of this policy is to ensure that the university, both now and in the future, delivers research, education and knowledge-based innovation at the highest possible level by working purposefully with diversity, inclusion and equality.

The policy must support the ambition in Roskilde University's strategy 2030: "RUC must ensure real equality and diversity, in relation to fellowship and cooperation and in relation to attracting and retaining employees and students".

The university's overall ambitions with the policy are to develop a working and study environment that ensures equal opportunities for all employees and students, as well as helping to remove embedded inequalities in structures and cultures. This will be achieved by working with:

- diversity and inclusion in the recruitment and retention of employees.
- diversity and inclusion in the recruitment and retention of students.
- inclusion in daily life at the university and a good working and study environment for all employees and students.
- diversity and inclusion in our communication and interaction with the society around us.

2. Target group

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

3. Objectives

Roskilde University must be an attractive workplace, an inclusive learning environment and a pioneering research institution that focuses on attracting, developing and retaining talent.

The university therefore works actively with diversity, inclusion and equality in internal processes and in our interactions with society around us, and that the university does not create or reproduce unreasonable barriers for both employees and students in relation to gender, ethnicity, social background, sexual orientation and physical and mental disability.

4. Processes

All managers are responsible for embedding diversity, inclusion and equality in the university's culture and especially in the university's formal decision-making processes. As a manager, you are expected to contribute to an inclusive working environment and have a special focus on challenges related to diversity and inclusion based on the ambitions contained in the university's policy.

Employees are expected to contribute to an inclusive work and study environment, both in their daily work and in connection with their participation in the university's joint forums and social contexts.

The students are expected to contribute to an inclusive study and social environment, both at the university itself and in other study-related contexts.

The university management (the rectorate and deans) are responsible for formulating shared efforts and strategies related to diversity, inclusion and equality and they have a special responsibility for internal and external communication of university policies and strategies in this area.

The Central Liaison Committee is responsible for discussing and advising the management regarding working and personnel conditions at RUC. The Central Liaison Committee has a particular responsibility for policy in relation to offensive behaviour.

The university's Gender Equality and Diversity Committee is an initiative-taking, debate-creating and advisory body and it can make recommendations to the university management and the rector's office that action be taken in certain areas.

The university's work with diversity and inclusion is based on a number of practical monitoring and follow-up processes in connection with the Gender Equality Plan (GEP), the Workplace Appraisal, study environment assessments and reports from the heads of studies. Diversity and inclusion issues are also included in the work with the following policies: Working environment policy, Recruitment policy, Language policy, Social responsibility policy, Policy on offensive behaviour and Social interaction policy.

5. References

The diversity and inclusion policy must be seen in the context of the following policies at RUC:

- [The working environment policy](#), which describes basic values in relation to ensuring a good working environment and an inclusive culture with a respectful and professional tone.
- [Recruitment policy](#), which, among other things, has a goal of ensuring a diverse university with a reasonable age distribution and gender composition. The target group includes assessment and appointment committees.
- [Social interaction policy](#), which describes how we can ensure an introduction process for students, where everyone is made to feel welcome and included, regardless of their background, sexuality, gender, ethnicity, political beliefs, etc.
- [The social responsibility policy](#), which describes RUC's social responsibility as a workplace that can accommodate employees who do not have a full working capacity. The policy's target group is the technical-administrative staff.
- [Language policy](#), which ensures clarity about what requirements apply to employees and students in relation to the choice of language. It shall also ensure good communication between all these different people and cultures.
- Policy on offensive behaviour, which describes RUC's way of preventing and dealing with offensive behaviour, including bullying and sexual harassment.

Read more about the [Gender Equality Plan](#).

6. Period of validity and termination

The policy will come into force after consideration by the Central Liaison Committee and approval by the university management.

Considered at the meeting of the Central Liaison Committee on 15 September 2022.

Definitively adopted by the Executive University Management on 29 September 2022.