

Equal Rights, Anti-Harassment & Anti-Victimisation Policy



Introduction

The Logent organisation shall be permeated by our fundamental belief in the equal worth and the right to equal treatment of all humans. This Policy aims to counteract all forms of discrimination, harassment, and victimisation in the workplace. Everyone shall be treated with respect and have equal opportunities and rights.

Logent does not tolerate any form of sexual harassment, differential treatment, or anything else that violates individual integrity. Everyone shall be treated equally, regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age.

Logent operates on the premise that all humans have equal worth and equal rights and that the employees' differences benefit the development of the company. All employees are obliged to ensure that no form of harassment, offensive behaviour, or other discrimination occurs. The Swedish Discrimination Act 2008:567 determines what classifies as discrimination.

All employees of the Logent Group shall work for and contribute to a workplace that is completely free from harassment and any form of abuse.

We are not all the same – but we are all of equal worth!

Objective

Logent strives to ensure that men and women are given equal opportunity to influence their work situation and the balance between work, privacy, and parenthood.

Logent assesses and selects employees and candidates solely based on competence, knowledge, and skills. We aim to ensure that all individuals are given equal opportunity to apply for vacant positions, regardless of gender, nationality, ethnicity, religion, sexual orientation, disability, or age.

Logent shall make a special effort to attract applicants from the underrepresented gender in connection with new recruitments if the workplace does not have an essentially equal representation of women and men.

Logent conducts pay surveys and develops action plans for equal pay.

Logent does not allow any sexual harassment, differential treatment, or anything else that violates individual integrity.

Guidelines

As an employee, you have a personal responsibility to act in a manner that is not perceived as offensive by your colleagues.

Offensive behaviour includes both differential treatment and sexual harassment. The definition of discrimination is described further down in this document.

Common to all forms of victimisation is that a person feels offended, threatened, violated, or mistreated as a result of someone else's behaviour. It is always the person who has been victimised who decides what is offensive. This means that the same type of behaviour can be perceived as victimisation by one person, while someone else does not take offence at all.

Both the person feeling victimised and colleagues who feel that a someone is being victimised must act.

Who do I turn to?

If you feel that someone is violating this Policy, it is important that you raise an alert. Contact your immediate manager, the HR Department, or a safety officer as soon as possible. All reported cases will be investigated under the discretion of HR and the individual concerned.



What is discrimination?

Victimisation:

- Defamation of a person or that person's family
- Deliberate insults about someone
- Persecution in various forms
- Defamation on the grounds of religion, ethnicity, disability, or sexual orientation
- To ostracise someone

Direct discrimination means that a person is disadvantaged by being treated less favourably compared to how someone else is, has been, or would be treated in a comparable situation, if such less favourable treatment is related to one of the grounds of discrimination.

Indirect discrimination means that a person is disadvantaged by the application of a provision, a criterion, or a procedure which appears neutral, but which may specifically disadvantage that person on the above grounds of discrimination. Unless the provision, criterion, or procedure has a legitimate purpose and the means used are appropriate and necessary to achieve such purpose.

Inadequate accessibility means that a person with a disability is disadvantaged by the fact that the accessibility measures necessary to put that person in the same situation as someone without the disability have not been taken. Measures shall be reasonable based on the accessibility requirements stipulated by law and other statutes and considering the financial and practical conditions, the duration and extent of the situation, and other circumstances of relevance.

Harassment is behaviour that violates someone's dignity and that is related to one of the grounds of discrimination: gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age.

Sexual harassment is behaviour of a sexual nature that violates someone's dignity. Such behaviour can take the form of unwelcome touching, sexual innuendo or jokes, suggestions, looks, gestures, or images that are sexually suggestive and, in some cases, degrading.