

EQUALITY PLAN OF ATHENE

Created by equality responsables of 2022, 2023, 2024 & 2025

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What is the plan all about?

This equality plan is Athene's way to map out how it is going to promote equality and prevent and address discrimination as a guild through its own actions. The plan is a valuable tool in actively improving equality and assessing the improvements. The plan consists of 23 goals and concrete steps to achieve them. Every goal has named responsables who are the primarily responsables for making sure the implementations are implemented. There are measures for evaluating the progress made towards every goal.

The board and officials of Athene are committed to the equality plan. The board takes the plan into account when making decisions.

The "responsibility" column in the table indicates who is responsible for achieving the goal in question. If there are any shortcomings or questions regarding the achievement of the goal, you can contact the responsible party directly or, alternatively, the guild board.

General goals

	Goal	Implementation	Responsibility
1	Together, we promote equality in the guild. Every member of the guild has the opportunity to influence matters concerning equality.	Creating an involving atmosphere around the equality topics of Athene. The existence of an equality feedback channel should be ensured, communicated and its use explained to the guild.	The board, equality responsables
2	Each guild member can participate in Athene's activities and not face harassment, bullying or discrimination.	Any kind of harassment or inappropriate behaviour is not accepted in Athene. In most* events organized by Athene there will be harassment liaisons present. *The goal is to have harassment contact persons in every event. However, since organizing guild events is voluntary, this is sometimes difficult. Nevertheless, in the event of harassment, participants can always contact event organizers.	The board, all guild members
3	The guild facilitates an atmosphere of respect for the beliefs and opinions of others.	Guild members are open to hear differing opinions and experiences. They are aware of the diversity of our guild and they face others with compassion. Athene should facilitate equality training for guild members.	Harassment liaisons, all guild members
4	The student's of information networks, engineering psychology and EIT digital are all equal members of the guild.	All study lines are taken into consideration when planning events and making decisions. EIT Digital students are informed of all guild actions and events also in english through channels that reach everyone.	The board
5	All genders have equal status in the guild.	In Athene we do not group people by gender or make assumptions about the gender of others.	The board, all guild members

6	Everyone has the right to disclose or not disclose their sexuality without experiencing discrimination.	<p>Creating an atmosphere in which guild members feel safe to share or not share their own issues.</p> <p>Athene recognises its heteronormative discourse culture and seeks to challenge it by offering guild members instructions on how to operate in the equality guide.</p>	All guild members
7	Athene seeks to avoid the normalization of the use of alcohol.	Athene's events should always offer non-alcoholic alternatives. The non-alcoholic option should be something other than water. An alcoholic option is not the default.	Host and hostess, guild officials
8	The songs that are sung at Athene's events do not contain lyrics that offend different groups of people.	The songs that have lyrics that are racist, ableist, sexist or otherwise discriminatory shall not be sung in any event held by Athene and they shall be removed or edited so that they no longer contain discriminatory lyrics to the next songbook.	Songmasters, songbook committee
9	Costume themes in Athene's events must not discriminate against different groups of people.	<p>When choosing costume themes, judgment must be used. Consideration must be given to the risks, such as cultural appropriation, associated with the implementation. Training should be organized for guild members on equality or anti-racism, for example.</p> <p>No person wearing an offensive outfit will be allowed to participate in the event.</p>	Host and hostess
10	The Guild treats all officer, committee and board candidates equally.	<p>The people responsible for choosing a committee are aware of their prejudices and assumptions.</p> <p>All attending guild elections are reminded to treat the candidates equally.</p>	All guild members
11	All guild members are aware of the behaviors and ways of communicating that are inappropriate or disrespectful.	<p>Athene should ensure explicit communication of its principles.</p> <p>The guild has an equality guide to increase knowledge on the subject.</p>	The board, harassment liaisons, equality responsables

12	Inappropriate behavior and prejudice will be addressed immediately.	<p>Guild members are encouraged to inform harassment contact persons of all harassment they come across. All guild members shall address inappropriate behavior of any kind when encountering such, by emphasizing that the behaviour is not acceptable in Athene and if necessary by informing them of the reason why that is.</p> <p>If the behaviour does not stop, the person can be removed from the event.</p>	All guild members
13	The Guild offers help and support to members who have experienced bullying, harassment or otherwise inappropriate treatment.	The harassment contact persons provide support and assistance for anyone encountering any kind of inappropriate behavior or treatment. They can also guide members to seek additional, more official aid and support in the process.	Harassment liaisons, equality responsables
15	Each guild official is familiarized with the equality plan.	Equality plan is sent to all guild officials to be read and acknowledged. The guild officials are aware of how to facilitate it in their own work.	The board, equality responsables

Accessibility

16	Enabling all students to partake in guild activities with special needs taken into consideration	<p>Events should be organized in accessible locations when necessary. Information about events should be communicated transparently.</p> <p>Event descriptions should include instructions to contact the event organizers on accessibility matters</p>	The board, guild officials
17	All events of Athene are reasonably priced to ensure that everyone has a chance to attend.	Event prices are to be kept at a reasonable level in relation to the event in question.	The board, guild officials, annual ball committee
18	The guild's website should be accessible in both Finnish and English, and readable for readers with visual impairments or dyslexia.	Fonts and colours should be easy on the eye, easy to read and the contrasts should be high enough. Files should be in an accessible format. All information on the website should be available also in English.	The board, hacker crew

19	The guild room will be made accessible for all guild members.	Identifying the challenges and obstacles in the guild room. Redecorating the guild room to be accessible for all guild members.	Guild room committee
20	Informing and communicating in Athene will be done in both Finnish and English.	<p>Increased focus on developing communication in English to help international students better feel part of the guild community.</p> <p>In conversations, everyone must take into consideration the language skills of each participant, and aim to communicate with a language that everyone can understand.</p>	The board, guild officials, all guild members
21	Special needs of new phuksis are to be surveyed.	Special needs of new phuksis should be surveyed as early as possible so needed measures can be made.	Phuksi captains