

Equality and Non-discrimination Plan 2025–2027 of the Finnish Youth Research Society

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Introduction

The obligation to promote equality and non-discrimination is linked not only to legislation but also to the need for social responsibility and justice. The aim is to guarantee equal opportunities for all, regardless of individual or group backgrounds. The purpose of this document and its guidelines is to promote equality and non-discrimination in the activities of the Finnish Youth Research Society.

In the following, the Finnish Youth Research Society aims to address the issues of equality and non-discrimination in a comprehensive way, taking into account the different dimensions of the society and the work community. Equality and non-discrimination will be addressed from the perspectives of research, accessibility, communication, recruitment and the work community. In addition, the monitoring of the implementation of the plan is outlined.

The plan sets out objectives and measures for each dimension.

Promoting equality and non-discrimination in research

Goal: to promote equality and non-discrimination in all research activities of the Finnish Youth Research Society.

Measures:

- We cooperate with NGOs and other organisations representing various minority groups.
- We cooperate with researchers from different minority groups, both nationally and beyond Finland's borders. We recognise that young researchers from the Global South are often disadvantaged in the academic world.
- We recognise that disadvantaged young people are often less involved in research.
- We ensure that young people from different social backgrounds and different regions participate in the Finnish Youth Research Society's research.
- We recognize that young people can be members of many different groups and live their lives in different social situations at the same time.
- We promote opportunities for young people from different social backgrounds to contribute to the design and implementation of research projects.
- We recognise that in regular data collections of the Finnish Youth Research Society (Youth Barometer and the Children and Youth Leisure Survey), young people from different minorities are often poorly represented. We will develop our survey methods to reach young people from minority backgrounds. In addition, we will occasionally target different minority groups with our surveys.
- In our research, we report on young people who identify with different minority groups and social positions in a respectful and ethical way.

Promoting equality and non-discrimination from accessibility and web accessibility perspectives

Goal: to make the Finnish Youth Research Society's premises, seminars and other events as accessible as possible.

Measures:

- We provide information on the accessibility of our events.
- We will create guidelines for access to our premises and to the events we organize.
- We invite speakers from different backgrounds to our seminars and other events.
- We support access to our events for participants of different languages by organising events in English.
- We organise events all over Finland and make it possible to follow events online as often as possible.
- When organising events, we consider public transport connections and timetables.
- Where possible, we combine events to improve accessibility.

Promoting equality and non-discrimination in communication

Goal: Finnish Youth Research Society's communication reaches a wide range of groups and individuals from different backgrounds.

Measures:

- We will ensure that all our communication—on our website, social media, and in our newsletter—is accessible and as clear as possible.
- Our website meets the critical accessibility requirements of the Act on the Provision of Digital Services, i.e. WCAG 2.1 levels A and AA. We continuously assess the achievement of web accessibility.
- We provide guidance and training to staff on how to produce accessible content.
- We use a variety of communication channels (email/newsletter, website, social media, media releases, seminars and public events).
- Where possible, we will use different communication methods and languages.
- We will ensure that our online publications are accessible.
- We publish abstracts of our publications in both national languages and in English.
- We communicate about young people who identify with different minorities and social positions in respectful and ethical ways.

Promoting equality and non-discrimination in recruitment policy and career development

Goal 1: The staff of the Finnish Youth Research Society is made up of people of different ages and from different backgrounds.

Measures:

- We will advertise vacancies in a multi-channel way.
- When recruiting staff, we will ensure that the merits of applicants are assessed in a fair and equitable manner.
- We recruit researchers at different stages of their careers to ensure continuity in their careers.
- We can use positive discrimination when recruiting fixed-term researchers (e.g. research projects on minorities).
- We do not consider family leave or periods of absence for health reasons as a disadvantage in recruitment processes.

Goal 2: The gender, age or other features of the employee does not affect employment opportunities, salary levels or other employment benefits at the Finnish Youth Research Society.

Measures:

- We allow for part-time work, a shortened workday or week, and part-time retirement based on individual needs.
- We avoid evening or early morning meetings or events.

- We allow telecommuting according to life circumstances and individual needs.
- We will make reasonable adjustments in workspaces, equipment and other arrangements, when necessary, for example, to enable a person with a disability to perform his or her job.
- We will provide support from our superiors to an employee returning to work after a medical absence.
- We will ensure that our salaries are based on merit and job requirements.

Promoting equality and non-discrimination in the workplace

Goal: All employees are welcome to work for the Finnish Youth Research Society, regardless of their social position or role in the work community.

Measures:

- We will ensure that the atmosphere in the work community is respectful of both individuals and different groups of people.
- We follow our Guidelines for the Prevention of Harassment, Misconduct and Inappropriate Behaviour in the Finnish Youth Research Society and regularly monitor the up-to-datedness of the Guidelines.
- We guarantee fixed-term employees the same benefits as those with open-ended contracts.
- We guarantee that visiting researchers and research fellows working in our premises can participate in the events of the work community.
- We allocate workspaces as equitably as possible, while taking into account the specific needs of employees, for example because of their health or disability.

Tackling discrimination and harassment

Goal: Perceived or observed discrimination is addressed.

Measures:

- We encourage all members of the work community to address perceived discrimination or harassment.
- We report any observed or perceived discrimination or harassment to the Occupational safety and health manager, the Research Director or the occupational safety and health officer (see Guidelines for the prevention, identification and handling of inappropriate behavior and treatment and harassment in the Finnish Youth Research Society). Discrimination or harassment by the employer can be reported to the Chair of the Board of the Finnish Youth Research Society. The body dealing with the case of discrimination or harassment will consult all parties concerned and inform them without delay of the action to be taken.
- Our priority is to resolve cases of harassment and discrimination between the parties concerned, with the support of the superior. If necessary, we may seek external mediation assistance. In addition to reprimands and warnings, the employer may have grounds to dismiss an employee for misconduct, discrimination or harassment in cases of serious

misconduct. In serious cases, the employer has the right to dismiss the employee without recourse to the warning procedure.

- We regularly discuss different ways of dealing with discrimination or harassment in our work community meetings.
- We ensure that clear guidelines on how to prevent discrimination and harassment and how to deal with any infringements are available on the internal network.
- Discrimination or harassment experienced in the context of work can also be reported to the Occupational Health and Safety Administration (<https://tyosuojelu.fi/en/working-conditions/unfair-treatment>). Finally, in cases of discrimination, one can contact the Non-discrimination ombudsman (<https://yhdenvertaisuusvaltuutettu.fi/en/front-page>) and in cases of sexual harassment, the Ombudsman for Equality (<https://tasa-arvo.fi/en/front-page>).
- We strive to ensure that all events we organize are free of discrimination and harassment for participants. We follow the principles of safer spaces at our events.

Implementation, monitoring and updating of the plan

The employer is responsible for ensuring that all employees of the Finnish Youth Research Society are aware of the equality and non-discrimination policy. New employees will be familiarised with this plan. At the organizational level, the induction is carried out by the Administrative Secretary, the Occupational safety and health officer and, where appropriate, the Occupational safety and health manager, as well as the new employee's supervisor.

The implementation of the equality and non-discrimination plan is regularly monitored by the Finnish Youth Research Society's management team and by the entire work community in joint meetings. The main responsibility for monitoring the implementation of the plan lies with the persons designated for this purpose.

In practice, the following methods are used:

- The implementation of the Equality and non-discrimination plan is monitored alongside other aspects of well-being at work, using both workplace surveys and an office risk survey.
- Senior Researcher Antti Kivijärvi and Communication Manager Sarianne Karikko assess the implementation of the plan twice a year and report any shortcomings identified to the Research Director and the Financial Manager. The management team discusses the implementation of the plan annually.
- The Equality and non-discrimination Plan is updated every three years. This is done in consultation with the whole work community.