

# Introduction policy

## Background

It is Linnaeus Union, the student union at Linnaeus University, that is ultimately responsible for the introduction activities towards the university (regulated through the social contract with Linnaeus University). Linnaeus Union has, in turn, delegated the responsibility for the activities to selected student associations (through collaboration agreements). These student associations are responsible for recruiting and appointing introduction organizers, as well as planning and implementing the introduction activities, with the support of Linnaeus Union.

## Purpose

The purpose of the introduction is to welcome newly admitted students to Linnaeus University and provide them with the opportunity to get to know each other, the university, student life, and the city. The goal is for everyone participating in the introduction to feel safe. The activities should promote a sense of community among new students, as well as invite them into the community within the association and in student life overall.

## Policy

There are several different actors involved in the introduction, and this policy serves as a common foundation for the union, student associations, and the introduction organizers in planning and implementation.

## General Regulations

To ensure that the introduction is an open, welcoming, and inclusive start to the semesters, certain general regulations should permeate all activities, similar as to how they do in student life and society at large. All introduction organizers should be well-versed in the applicable regulations and are responsible for ensuring their compliance. It is the responsibility of the introduction organizers to inform new students about the general regulations and this policy.

During the introduction, there is zero tolerance for discrimination, harassment, sexual harassment, and offenses. The one who is subjected determines what is undesirable or offensive. In both planning and during the introduction itself, the seven grounds for discrimination, as well as what may be perceived as offensive, must always be taken into consideration.

The seven grounds for discrimination are:

- Gender
- Gender identity and expression
- Ethnic affiliation
- Religion or other belief system
- Disability
- Sexual orientation
- Age

It is prohibited to use illegal substances or otherwise violate Swedish legislation (such as the Alcohol Act) during the introduction.

## **Linnaeus Union**

Linnaeus Union undertakes to:

- Plan and conduct training sessions for those responsible for each student association, as well as plan and conduct mentor (fadder) training. These training sessions are organized in collaboration with Student Welfare office.
- Organize regular meetings with those responsible for information exchange and coordination of the various activities of the associations, and when necessary, plan and organize activities that facilitate contact between the associations.
- Ensure that all necessary information reaches those responsible and use appropriate communication channels for this purpose.
- Support student associations in their planning and act as an arena for brainstorming, which includes receiving schedules and plans and providing feedback to each student association. The student union can also, upon request, act as a mediator.

## **Student association**

A student association with introduction responsibilities commits to:

- Recruit responsible individuals and mentors (fadders) and ensure that all introduction organizers of the association have participated in relevant trainings.
- Plan and implement activities during the introduction.
- Submit schedules and complete plans to Linnaeus Union well in advance of the start of the activities.
- Ensure that the introduction policy is followed.
- Ensure that activities with the primary purpose of alcohol consumption do not take place.
- Ensure that in all stages of their activities where alcohol is involved, entirely alcohol-free alternatives are available.
- Conduct activities that are entirely alcohol-free.

## **Introduction organizer**

An introduction organizer is a student who, in some way, participates in the introduction activities by welcoming new students and representing their association.

An introduction organizer should:

- Have participated in a responsible training or mentor (fadder) training.
- Be aware of their role towards new students and not exploit their position of power.
- Counteract any pressure or coercion and facilitate that all participation occurs on a voluntary basis.
- Adhere to the "nollefrid," meaning not engaging in any form of sexual advances or entering into a romantic or sexual relationship with any of the new students during the introduction.
- Not subject new students or other introduction organizers to any form of humiliation.

## **Action Procedure**

A violation of the regulations or rules outlined in this policy should be taken seriously.

Determining what constitutes unwanted behaviour or a violation of the policy can be complex, and in the first instance, dialogue should always be prioritized. The student union is there to support both parties, and it is crucial that student associations immediately report any breaches of the introduction policy, especially the "nollefrid," to Linnaeus Union. After the conclusion of the introduction, a comprehensive report with any incidents and/or suspensions should be submitted to Linnaeus Union.

In addition to this policy, student associations may have additional rules regarding their respective activities (such as mentor/fadder contracts). These rules must not conflict with this Introduction policy.

Those responsible for the introduction in each student association have the authority to immediately suspend an introduction participant from the remaining activities in the event of a breach of this policy.

A student association that repeatedly violates this policy may be relieved of its introduction responsibilities. Violation of the policy includes that the consequences for the association's introduction participants are determined by the board of Linnaeus Union.

## **Appendix**

### Checklist for Planning Introduction Activities

- Are our activities affecting the wider community, and if so, how?
- Are there treasure hunts etc. with tasks involving others (student associations, the university, the wider community), and if so, how?
- What is the cost of the activities for a new student? Consider additional expenses such as travel, food, etc., beyond your initial budget. Don't forget about cleaning and organizing. What is the condition of the location you are leaving? If your association has designated places (e.g., camps), include them in the assessment.
- Are there nearby toilets, and how many? Is there drinking water available?
- Do you sing drinking songs or other songs, and how might they be perceived? Base this on the general regulations.
- How do you convey information to new students before the activities? Who or which contacts should they reach out to with questions?
- If you publish information, where is it published? How do you use social media? What is acceptable to publish, and what is not? Remember that on social media, you represent your association, Linnaeus University, and student life.
- Do certain activities require police permits? Remember to apply for these well in advance.