

QUICK REFERENCE GUIDE on responsibility concerning HARASSMENT

		The person who is acting (Discriminating / harassing/ violating)	
		Student	Employee/manager
The person who is exposed (discriminated / harassed / violated)	Student	<p>The School has a responsibility to investigate</p> <p>“Diskrimineringsutredaren” shall investigate harassment. Routines are needed.</p> <p>“DAN” investigates and decides on disciplinary measures for students.</p> <p>The School has an obligation to prevent further harassment.</p> <p>(DiskrL, AML)</p>	<p>The School has a responsibility to investigate</p> <p>“Diskrimineringsutredaren” shall investigate harassment. Routines are needed.</p> <p>The School has an obligation to prevent further harassment/discrimination/reprisals.</p> <p>The employer perhaps needs to take disciplinary actions (if employee /manager has violated his employment contract)</p> <p>(DiskrL, AML, LAS)</p>
	Employee	<p>No responsibility to investigate</p> <p>The employer has an obligation to prevent further harassment /violation.</p> <p>The employee is entitled to receive support.</p> <p>“DAN” investigates and decides on disciplinary measures for students who harassed / disrupted the business.</p> <p>(AML, incl. AFS: OSA)</p>	<p>The employer has a responsibility to investigate</p> <p>The employer will investigate harassment / violation. Routines are needed.</p> <p>The employer has an obligation to prevent further harassment / violation / discrimination and reprisals.</p> <p>The employee is entitled to receive support.</p> <p>The employer perhaps needs to take disciplinary actions (if employee /manager has violated his employment contract)</p> <p>(DiskrL, AML, incl. AFS: OSA, LAS)</p>