

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