

This is a translation. In cases of conflict, refer to the original Finnish text.

## **Plan for Equality**

As an organization, Nano ry wants to treat its members equally and free from discrimination in its events and all other activities. This includes not discriminating against anyone on the basis of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, health status, disability, sexual orientation or any other reason related to the person. Discrimination is prohibited regardless of whether it is based on a fact or assumption concerning the person himself or someone else. This document has been made by strongly referring to JYY's equality plan 2019-2023.

The equality plan applies to all members of Nano ry, students using the facilities of the subject association and participants of all events organized by the subject association.

### **Promoting equality by operational area**

#### **Generally**

The goal of Nano ry is to maintain political, religious, and philosophical neutrality in its activities to ensure the social security of its members and participants.

#### **Events and other activities**

Nano ry strives to take students and exchange students from foreign backgrounds into account in its activities and events. This matter is taken into account by having all of the activities done in both Finnish and English. In practice this means adding an English description to the announcements of events, by translating the content on the association website and rules of the association into English. The feedback surveys organized by the organization are also carried out in English. If the members specifically request, the above-mentioned measures can be implemented in any official language defined in Finnish law, if it is deemed necessary.

Each member is instructed to personally inform the association if their religion, diet, sexuality or other personal beliefs should be taken into account in events or other activities of the organization. The member is personally obliged to inform the association of his special needs, after which the responsibility for taking the needs into account is transferred to the organizers of the association's events, who take this into account on a case-by-case basis. If the student does not declare their special needs, the association is not obliged to respond to them.

Nano ry aims to organize its events taking into consideration students with physical disabilities and their limitations when necessary. The student must notify the association of their physical limitations, after which the organizers are obligated to ensure the participation of a person with physical disabilities in the event and act in the best possible way to enable their participation if desired.

When registering for events, participants must accept the terms and conditions set for the event. In case of any activity that deviates from the event description, it will be examined within the framework of the equality plan and the plan for preventing harassment and inappropriate treatment.

If the event organizers deem it essential or if the membership demands, it is possible to prohibit activities that disrupt the event or its atmosphere, such as the use of intoxicants (in accordance with Sections 3 and 23 of the Assembly Act). Everyone is welcome to participate in the activities regardless of their beliefs or religion (point 14, the plan of the JYY).

### **Collaboration**

The association seeks, through its activities, to facilitate collaboration with other organizations and businesses. The association does not discriminate against its partners based on any of the aforementioned criteria. The association aims to conduct its activities in a politically non-partisan manner. The association will not collaborate with an external entity if the partner's agenda or activities are not compatible with the organization's rules or its plan for dealing with harassment or the equality plan.

### **Activities promoting equality**

The board of Nano ry is obligated to present this equality plan to the membership and oversee its implementation in the association's activities. The membership is obliged to act in accordance with this equality plan. Additionally, the membership has the right to report actions that violate equality to the association's board or officials. Nano ry aims to uphold academic and event-related traditions, which can be adapted as necessary to promote equality. In the event of situations that violate equality, the association's board's procedures are defined in the association's plan for dealing with harassment and inappropriate behavior.