

Operational model against harassment and bullying, Omnia



The Equality Plan was created in order to improve equality within an institution and reduce discrimination and harassment through systematic planning

Target groups:	VET students, female students, all other gender minority groups, teachers and personnel of the institution
Focus:	HR or other organisational policy/ standards; measures to improve service delivery

Objectives: Intervening in bullying and harassment immediately. In the Omnia Equality Plan, it is stated that a survey regarding discrimination and harassment was conducted at the end of 2016 and based on the results (2% of VET students have experienced harassment often and 19% sometimes have), the institution decided to take measures to prevent this in the future.

Methodology: The operational model for advancing study peace and preventing bullying and harassment was updated in 2018 and combined with the operational model for preventing sexual harassment (2012). The guide by the Finnish National Agency of Education on preventing sexual harassment in schools and educational institutions was used. The operational model was reviewed with the personnel and brought into use in all of Omnia VET institutions. A mention was added to all student guides of whom the student should contact in harassment and discrimination cases.

InfoOmnia, the working group for equality and non-discrimination and everyone at Omnia, is responsible for its implementation.

Impact: The main outcomes are improving the structure for preventing harassment and discrimination. No new surveys have been conducted and the measures were implemented in 2018.

Conclusion: It is important to tackle any issues of harassment, bullying and discrimination immediately.



Contact:

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[https://www.omnia.fi/sites/default/files/omnia_koulutuksen_tasa-arvo-
ja_yhdenvertaisuussuunnitelma_2018.compressed.pdf](https://www.omnia.fi/sites/default/files/omnia_koulutuksen_tasa-arvo-ja_yhdenvertaisuussuunnitelma_2018.compressed.pdf)

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