

## Equality rights policy

The Agricultural University of Iceland's objective with its equal rights policy is to equalize the inequality that might possibly exist, and the difference in advantage among the employees. This is to ensure equal rights so that all will stand at equal vantage with respect to choice of employment, job opportunities, job qualification, professional career and terms of employment. The equal rights policy is based on Act No. 10/2008 on the equal right of women and men, and Act No. 59/1992 on the Affairs of Disabled People. In addition it covers other defined groups, cfr. the Principle of equality in the Administrative Procedures Act, No. 11/1993.

*“Discrimination against parties is not allowed in the resolution of issues based on viewpoint, on the grounds of gender, race, skin colour, nationality, religion, political views, social status, origin or other comparable reasons.”*

The Agricultural University places emphasis on persons being treated with respect and is decidedly against any kind of bullying. The university administration has the responsibility to enforce the individual provisions of the equal rights policy.

### Governance and responsibility

The equal opportunities officer is the supervisor of equal rights at the Agricultural University of Iceland under the authority of the Rector. Representatives of employees and students shall be appointed to the equal rights committee who will support the equal opportunities officer in his/her work. The equal opportunities officer shall develop and present proposals for the university's Equality Plan, follow its progress and review it regularly.

### Principle of equal pay

People with different educational background work at the Agricultural University of Iceland at diverse jobs. The employees are members of various trade unions and therefore their contractual terms of employment are different. Decisions concerning pay shall be based on an unprejudiced evaluation of jobs so that women and men get equal pay and enjoy the same terms of employment for comparable equivalent jobs. Qualification-linked and results oriented pay and other decisions that influence the terms of employment shall be based on objective prerequisites.

### Participation in committees and councils at the Agricultural University of Iceland

When appointments are made to positions on councils and committees by the Agricultural University of Iceland such appointments shall be made based on egalitarian viewpoints. When appointments are made to committees and councils the Article 20 of the Act on Equal Rights must be taken note of.

*“Committees, councils and administrative boards of the state and of municipalities shall be occupied, as much as possible, by an equal number of men and women. This shall always be pointed out when calling for nominations for the relevant committees, councils and administrative boards.”*

### Harmonising family life and work

The employees' obligations towards their families must be respected. Men as well as women are urged to use their right to maternity/parental leave and leave because of sick children. This right as well as flexible work hours are intended to enable people to harmonise work and private life.

### **Disabled people and mobility**

The Agricultural University of Iceland endeavours to meet the demands of the disabled among the students and the staff by:

- implementing relevant implementations to access, which will aim at enabling disabled employees and students to participate actively in the school work.
- making it possible for employees and students who suffer a trauma which leads to disability as a consequence, will be enabled to continue to carry out the work or the studies which they have chosen.
- the university area is accessible and safe for disabled people with the limits imposed by old buildings.

### **Equality irrespective of nationality or religion**

Employees and students shall not be subjected to discrimination based on their nationality or skin colour. Neither must people not be discriminated against based on other non-objective reasons, such as because of age, sexual orientation or religion.