

## Equality and Non-Discrimination Plan and Student Welfare Plan

### Finland

#### DESCRIPTION

Finnish legislation requires education providers to promote a democratic culture. **The Act on Equality between Women and Men** aims to prevent gender-based discrimination and promote equality, while **the Non-Discrimination Act** ensures equal treatment and prevents discrimination based on factors such as age, origin, language, religion, disability, or sexual orientation. These laws oblige VET providers to draw up an Equality and Non-Discrimination Plan and a Student Welfare Plan.

The **Equality and Non-Discrimination Plan** promotes equality in educational institutions and is drawn up and updated in cooperation with staff and students. It must include an **assessment of the institution's equality situation, actions to promote equality, and an evaluation of previous measures**. The process should be **continuous and systematic**, addressing teaching arrangements, evaluation, learning differences, and the prevention and elimination of sexual harassment and gender-based harassment.

Student Welfare Services aims to promote, maintain, and create **conditions for good learning, mental and physical health and social well-being** in educational institutions. They promote well-being of the entire study community and environment, **cooperation with guardians and student participation**, while ensuring **early support** for those in need. To organise these services, VET providers must draft a Student Welfare Plan, which ensures access to support and equal care services for all students.

Student Welfare Plan must include:

- **assessment** of the total need for Student Welfare Services and the **available services** such as student healthcare services, psychological services and curatorial services
- **actions of the VET provider** to promote Student Welfare Services and to organize the necessary **support measures**
- organizing **cooperation with students and their families**, as well as those who work at the educational institution and other entities
- a plan to **protect students from violence**, bullying and harassment and measures to promote students' health and well-being.

#### USEFUL LINKS

[Yhdenvertaisuuslaki 1325/2014 - Ajantasainen lainsäädäntö - FINLEX ®](#)

[Laki naisten ja miesten välisestä tasa-arvosta 609/1986 - Ajantasainen lainsäädäntö - FINLEX ®](#)

[Oppilas- ja opiskelijahuoltolaki 1287/2013 - Ajantasainen lainsäädäntö - FINLEX ®](#)