

3. Policy for diversity and inclusion

This policy guides the Swedish Red Cross Youth's work towards being an open and inclusive organization. The organization's diversity and inclusion work must be conducted by elected representatives, employees and those involved in our local associations and on the national level.

Why diversity and inclusion are important

The Swedish Red Cross Youth must reflect young people today. We represent a diversity of people with different skills, knowledge, background, and experience. This requires us as an organization to be where young people are to enable young people to get involved, regardless of the individual's circumstances.

We work actively to ensure that a diversity of voices and opinions that reflect the fundamental principles of the Red Cross and Red Crescent Movement be heard. Every person who is involved with the Swedish Red Cross Youth must be allowed to participate on equal terms regardless of circumstance. When we represent more perspectives in the Swedish Red Cross Youth, we create an organization that truly represents young people today.

How we work with diversity and inclusion

- We treat each other with respect.
- Our own locales and environments are accessible to everyone. When we are in other locations, we choose premises that are as accessible as possible.
- We think about how we use language and express ourselves for everyone to understand.
- When we recruit members, volunteers, and employees, we must reach out to all parts of society and value different experiences and backgrounds.
- To be a representative organization, we must strive to lower the thresholds for entry into the organization. For example, it should be easy to get involved on equal terms. We encourage everyone to volunteer and apply for positions of trusts. We should be an organization where everyone feels included and welcome.

Zero tolerance for discrimination and harassment

Elected representatives, employees and those involved in our organization all have a joint responsibility to ensure that we provide a safe and inclusive environment. The Swedish Red Cross Youth does not tolerate any form of discrimination or harassment within the organization.

Should discrimination, harassment or sexual harassment occur on the grounds of gender, transgender identity, ethnicity, religion, functional variation, sexual orientation, age, or socio-economic status, it should be reported. In the first instance, you turn to the person responsible for the activity where the incident occurred, for example the team leader or chairman of the local board. If this is not possible or appropriate, please [contact](#) the Swedish Red Cross Youth's whistleblower function, which is available at www.rkuf.se.