

HARASSMENT AND DISCRIMINATION HAVE NO PLACE AT HANKEN.

What is harassment, and how can a DEI Ombud help?

Intentionally excluding a person

Dirty or offensive jokes

Inappropriate pictures or photos

Threatening / Pressuring someone to violate
their well-being or boundaries.

Stalking (physical / online)

Sexual harassment

Hate speech

Sexual / Physical violence



DEI Ombuds support and assist in resolving the situation. If the person reporting harassment wishes, HR or the OSH representative can be involved.

DEI Ombuds support and assist in resolving the situation, and if needed, call upon security staff or the police.

The matter should be handled by security or the police. DEI Ombuds can support.

DEI — Diversity, Equity, and Inclusion

You can contact DEI Ombuds when you suspect harassment and discrimination.
We will listen without taking sides, and we will not share the details of your case
to anyone else without your permission.

YOU CAN CONTACT THE OMBUDS THROUGH THESE ADDRESSES:

SHS: harassment@shs.fi

Hanken: dei@hanken.fi

READ MORE ABOUT
DEI AT HANKEN



WHAT TO DO WHEN
SOMETHING DOESN'T FEEL RIGHT

