Equality Policy

GADDEN is the largest career fair within the Nordic region for studies in business, economics, law, logistics and environmental science. GADDEN is continuously working towards promoting greater equality during the fair itself but also contributing to the development of equality during the entire operational year.

GADDEN strives to always improve the equality and diversity work, and have established an equality policy which focuses on three of the Sustainable Development Goals: Goal 5; Gender equality, Goal 10; Reduced inequalities and Goal 16; Peace, justice and strong institutions. GADDEN seeks to ensure that all genders are represented, and that no discrimination occurs. GADDEN's ambition is to create a safe environment where everyone can be given equal opportunities for development.

§ 1 Measures to ensure equality, diversity and non-discrimination shall be an integral part of the GADDEN project. The objective of this policy is to give all employees the opportunity for development and an environment completely free of discrimination. All employees, regardless of age, gender, sexual orientation, ethnicity, religion or physical conditions, must provide equal opportunities for development within the framework of their knowledge, will and ability.

§ 2 Efforts to promote equal treatment are based on the national discrimination legislation.

§ 3 GADDEN must be accessible and possible for everyone to participate in, whether it is the Project Committee, Crew, visitors or participating companies. The accessibility must be well-communicated for the participants. The accessibility must be assured during the fair. All toilets, ramps and doors accessible to the use of electric and manual wheelchairs must be clearly marked on the map of the fair. GADDEN must also consider the assurance of accessibility during the logistic planning of the fair.

§ 4 GADDENs' values must be permeated by equality, respect and consideration. With values, we refer to The Gadden Way's values: sustainable quality, inspire and interaction.

§ 5 GADDEN must prevent all forms of discrimination, harassment and violence. GADDEN acts in accordance to The Student Union School of Business and law (HHGS)'s policy against discrimination.

§ 7 Anyone who feels discriminated against and/or harassed turns to the HR manager, or Head of Sustainability, or Project Manager, who has the ultimate responsibility for the equality work.

§ 8 GADDEN shall inform crew and project group members of the HHGS's whistleblowing service, and further communicate it to other participants of the event.

§ 9 GADDEN must strive to achieve gender equality and diversity in all parts of the project.

§ 10 GADDEN will work to primarily choose products where good working conditions and equality are applied in the companies that produce them.

§ 11 GADDENs' marketing material shall be designed based on the equality policy.

§ 12 The exhibitor is always obliged to consider GADDENs' policy regarding discrimination in all types of interactions, whether it is corporate action towards students or corporate action towards other companies. If the exhibitor actively violates boundaries under GADDENs' jurisdiction, GADDEN has the right to prevent the exhibitor from continuing to participate with immediate effect. In the event that GADDEN chooses to take this measure, the exhibitor remains liable for payment in accordance with this agreement.

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