

Mandate for the Gender Equality, Diversity and Integration Committee

1. Purpose

The Gender Equality, Diversity and Integration Committee is appointed by the Rector and is an advisory body for the university's management on all issues relating to gender equality, diversity and inclusion. The committee must be a resource for promoting gender equality, diversity and integration initiatives in an effective and comprehensive manner at the institution.

The purpose of the committee is to promote genuine gender equality at Nord University irrespective of gender, ethnicity, functional ability, religion, beliefs, age or sexual orientation.

2. Function and tasks

The committee

- must draw up a plan of action for gender equality, diversity and integration and ensure that this plan is followed up.
- must submit an annual report to management at the university.
- may ask the faculties about reporting within delimited areas.
- is able to initiate seminars, lectures, etc., and discuss and make statements on cases at their own initiative.

3rd composition

The committee must have 6 members:

- two staff representatives who are appointed by the chief employee representatives, and with four years in office.
- two employer representatives who are appointed by the Rector, and with four years in office.
- two student representatives who are appointed by the student organisation, and with two years in office.

Personal deputies will be appointed for each of the regular members. Both members and deputy members may be reappointed for a new term of office when the original term of office comes to an end.

The committee itself elects a Chair among the staff representatives or employer representatives. As a general rule, the Chair must serve for at least two years, but no longer than a total of four years.

4. Secretariat

The Organisation Department acts as the secretariat for the committee.

5. Remuneration for students.

The student representatives will receive remuneration in accordance with time sheets for time spent at meetings and preparation according to State rates.

Students receive remuneration for every hour spent at meetings, and are also additionally paid for 2 hours of preparation time at applicable rates.