

Diversity and Anti-Discrimination Policy **of the Department of African Studies**

1. We acknowledge that we all are, through our ‘implicit bias’, socialization and/or structural privileges or lack of privileges, concerned with different forms and different levels of discrimination based on, amongst others, skin color, sexual orientation, religion, disability, nationalities, gender, social status, age, languages.
2. The Department of African Studies aims to be a safe space for addressing any issue of prejudice, discrimination and racism and provide a respectful studying and working environment for everyone, anytime.
3. We advocate for the inclusion and equality of all people in disregard of their skin color, sexual orientation, religion, disability, nationalities, gender, social status, age, languages.
4. We stand in line with the Universal Declaration of Human Rights and particularly guard the freedom of opinion and expression (see article 19¹).
5. We wish to address all cases of micro and macro discrimination internally and, where necessary, involve experts and members of other allied organizations.
6. We facilitate proactive measures such as public statements, talks, workshops, training for the trainers, to counter discrimination.
7. A transparent mechanism has been established to address upcoming discrimination cases with a set of complaint and counselling procedures, examinations, and consequences, chosen on a case-to-case basis.
8. We guarantee anonymity for each person concerned with discrimination if requested.
9. We ensure that this policy is publicly available and can be used as a foundation for discrimination claims.
10. This policy is to be available in the following languages: Swahili, Bambara, IsiZulu, Hausa, Arabic, German, English, and French.

¹ https://www.un.org/en/udhrbook/pdf/udhr_booklet_en_web.pdf