



**LUT Universities' Student
EQUALITY AND NON-
DISCRIMINATION PLAN
1.1.2025 – 31.12.2026**

Laws, strategy and university community steer objectives of equality and non-discrimination

The university group consisting of LUT University (LUT) and the LAB University of Applied Sciences (LAB) is called LUT Universities. LUT Universities' student equality and non-discrimination plan is governed by the Non-discrimination Act, the Act on Equality between Women and Men, the strategies of both institutions, and codes of conduct based on the institutions' values. The EU directive on the accessibility of websites and mobile applications aims for all people to be able to use online services regardless of their characteristics or situation. The plan is prepared in cooperation with student representatives. The student unions of LUT University (LTKY) and the LAB University of Applied Sciences (KOE) play an active role in promoting non-discrimination and accessibility in their institutions, nationally and internationally.

LUT Universities promote non-discrimination in all of the institutions' activities and pay special attention to equality and non-discrimination in accessibility, student admissions, teaching arrangements, assessments of study attainments, and measures that aim to prevent and eliminate all harassment, bullying and discrimination. Non-discrimination entails individual study arrangements if a student requires individual support for issues such as learning difficulties. Studying at a higher education institution requires certain skills, competences and maturity.

All of us at LUT Universities need to preserve the values of humanity on which our society is founded. Our university and student community are multicultural. We should all be aware that all people have the same rights and liberties without distinctions based on race, colour, gender, language, religion, political or other views, nationality, social background, wealth, origin or other factors. One of the missions at LUT Universities is to educate competent and motivated people who are able to promote equality and non-discrimination.

Student equality in light of statistics

LUT University has approximately 7900 (7917) bachelor's and master's students, of whom 24% (1917) are foreign nationals and 33% (2609) are women. LUT has 616 doctoral students, of whom 55% (337) are foreign nationals and 40% (248) are women. The LAB University of Applied Sciences has approximately 10 400 (10 425) degree students, of whom 13% (1365) are foreign nationals and 60% (6242) are women. LUT Universities have roughly 16 500 degree students, of whom 18% are foreign nationals and 48% are women. (20 September 2024) In addition, LUT Universities annually receive approximately 600 international exchange students.

In autumn 2024, 2183 new bachelor's and master's students started their studies at LUT University. A total of 949 (43%) of them were foreign nationals and 801 (37%) were women. At the LAB University of Applied Sciences, 2335 new students started their studies. A total of 326 (14%) of them were foreign nationals and 1427 (61%) were women. Women's shares of the degrees completed at both institutions: LAB bachelor's degree 63%, LAB master's degree 82%, LUT bachelor's degree 39%, LUT master's degree 38%, and LUT doctoral degree 37%. (2023)

In addition to statistics, LUT Universities employ a range of reporting methods to follow how non-discrimination is realised, such as the student union's teaching quality survey or student feedback.

Student perspective on equality and non-discrimination at LUT and LAB

LUT and LAB students are expected to contribute to the development of the university's instruction and other operations by, for example, giving feedback through the channels which are part of the quality management system. Feedback is collected on courses and at different stages of studies: at the beginning, upon graduation, and with an annual student survey, which LUT carries out with its student union and LAB conducts as a well-being survey. LUT students take part in the processing of feedback in their own degree programmes through their student association.

Students may also give informal feedback to staff members. LUT students may give feedback through the eLUT student portal. LAB students may give feedback through the eLAB student portal.

Individual students or student groups dissatisfied with instruction, guidance, teaching arrangements or other teaching-related matters may submit a free-form, written complaint to the university or university of applied sciences. Students submit the complaint through the feedback and suggestion channel in eLUT or eLAB. The feedback is handled according to the feedback channel's practices.

LUT University's student union LTKY and the LAB University of Applied Sciences' student union KOE play a key role in promoting student equality and non-discrimination. The student unions (LTKY and KOE) supervise student interests, employ feedback channels, and have appointed a harassment liaison to help prevent and address harassment and inequality in the higher education community.

Students have representation in the most important administrative bodies of LUT and LAB and meet with the institutions' management regularly. LTKY and KOE have their own equality declarations and strategies that steer equal and non-discriminating activity. LTKY and KOE collect student views on matters such as the harassment liaison's activity and advocacy in their own surveys, which help students to influence decisions that concern them. KOE emphasises feedback in its advocacy communication and different feedback reviews or debriefs, such as LABikäynti.

Measures to promote student equality and non-discrimination

Equal and non-discriminating study environment and operating culture	
Student admissions	Student marketing utilises the higher education institutions' strategic focus areas. Student admissions promote equality with as wide a degree programme and gender distribution in LUT's abitiimi and the LAB-tiimi outreach teams as possible, by utilising alumni stories in marketing that go against stereotypes, and by supporting communication that does not depend on gender. The possibilities of international applicants to apply to studies has been ensured with a wide-ranging English-language bachelor's, master's, and doctoral programme portfolio at the university and bachelor's and master's programmes at the university of applied sciences. Some degree programmes have been designed to be completed remotely or alongside full-time work. This provides applicants of all ages and with families an opportunity to apply to studies regardless of where they live. Applicants are treated equally and not discriminated against in student admissions. In entrance examinations, non-discrimination is ensured with individual arrangements, such as additional time for completing the examination or the possibility to use tools. Applications to doctoral studies are submitted in Studyinfo. Applicants from abroad can apply to doctoral studies equally, regardless of their place or country of residence.
Teaching and studying	Curricula take into consideration wide-ranging study opportunities, flexible implementations and the digital accessibility of teaching. The digital learning team supports teachers in matters related to teaching and educational technology. Opportunities for cross-institutional studies will be developed by increasing the number of courses available. The PEPPI student information system will be updated to accommodate cross-institutional studies. Studies completed elsewhere are flexibly included in degrees.

	The inclusion of work placements and the recognition of professional experience will be emphasised in curriculum planning. Bachelor's, master's, and doctoral students receive support for collaborating and networking with actors in the working world (e.g., Career Services and course contents). Study attainments are assessed equally according to pre-announced criteria and grounds. Individual arrangements can be made to support studies and learning. Both campuses offer bachelor's and master's programmes in English. All doctoral students at LUT University are part of the LUT Doctoral School, which coordinates the university's doctoral studies. LUT's schools have doctoral programmes that are responsible for education and guidance. Finnish skills promote the integration and employment of international bachelor's, master's, and doctoral students in Finland. International students are offered Finnish courses ranging from the basics to the B2 level. Equality between campuses is developed in terms of study guidance, the quality of teaching, student representation in administrative bodies, and study facilities. LUT's membership in the EULiST network (European Universities Linking Society and Technology) significantly increases opportunities for internationalisation in education.
Study guidance and student well-being	Students have equal rights to study guidance. Study guidance takes into consideration the diversity, special needs, learning difficulties, and well-being of students. Student guidance and well-being services are presented comprehensively in eLUT and eLAB. For example: MOVEO is the shared well-being and sports service provider for all students at LUT University and the LAB University of Applied Sciences. MOVEO operates on both the Lappeenranta and Lahti campuses and offers a gym, sports services, and memorable experiences. Attention is paid to the needs of international students in matters involving guidance (e.g., tutors, Career Services). The coping skills of bachelor's students are developed on introductory courses. Events related to stress management and (workplace) well-being (Ludra) and a science conference supporting a sense of community and cross-disciplinary networking (LUT Doctoral School) are arranged for doctoral students. Student associations offer recreational activities that support student well-being and a sense of community. Services of study counselling psychologists are available to all degree students. The Finnish Student Health Service also offers group activities that provide support and guidance in coping and health promotion (physiotherapy, nutrition, mental well-being). The campus restaurant services provide a wide range of meals, taking vegetarians/vegans and other special groups into consideration.

Doctoral education	Training for supervisors of doctoral students is arranged annually, and continuous training and peer support events for them will be increased. Doctoral students are treated equally as degree students, and the availability of services for them will be developed, including orientation, joint doctoral student workshops and seminars, and courses that exceed school boundaries. Pop-up information sessions for doctoral students and applicants will be arranged on the Lahti and Lappeenranta campuses and regional units to provide information on services, doctoral studies, and the admissions process. The completion of the doctoral degree will be integrated with prior studies. The LAB-D programme supports LAB staff in completing doctoral studies. The programme is student-focused and supports the progress of individual doctoral students' research work. The programme collaborates closely with LUT University.
Student representation	Both institutions ensure the representation of international students in their administrative bodies. Student representatives take part in the preparation of documents and guidelines on non-discrimination and accessibility whenever they need updating. The management of both institutions meets with student representatives regularly. Units maintain an active dialogue with student representatives by, for example, holding meetings in accordance with their yearly plans. Other, less formal meetings may also be agreed on.
Harassment prevention	LUT Universities have regulations for addressing and the preventing inappropriate conduct and harassment of students, staff, and everyone on campus. Harassment liaisons assigned by LUT and LAB help in all matters related to misconduct and refer you to the services you need, such as the Finnish Student Health Service. The eLUT and eLAB student websites provide information on students' right to equal treatment and practices to promote equality. The harassment liaisons of the student unions, in collaboration with LUT's and LAB's harassment liaisons and HR if needed, support and advise students who have experienced harassment. The LUT student union provides training for harassment liaisons in student associations. Both student unions are developing harassment liaison activities in the university group. The National Union of University Students in Finland and the National Union of Students in Finnish Universities of Applied Sciences are providing support for the development of the activities. LUT and LAB have prepared guidelines for addressing harassment. The guidelines are meant for both staff and students. Students who encounter harassment may also contact the staff of the Finnish Student Health Service if they need to talk to someone.

	LUT and LAB are developing their harassment liaison activity in collaboration with the student union harassment liaisons.
Accessibility	Learning environments are made accessible, enabling all students to use LUT's and LAB's physical environments and digital services for studies, learning, and participation. The student facilities in Building 1 on the Lappeenranta campus have been renovated to make them as accessible as possible. LUT Universities have an accessibility plan. The accessibility of the study administration information systems SISU and PEPPi is monitored and further improved. Students have been asked for feedback on the accessibility of physical learning environments, and accessible solutions are sought. LTKY discusses accessibility themes nationally with other student unions and takes part in national projects to promote non-discrimination in the higher education community. All study-related services are available to students fully remotely.
Communications	The working languages of LUT and LAB are Finnish and English. Information is comprehensively available in English to students and staff. Students receive information on equality promotion in eLUT and eLAB. The equality and non-discrimination plan and principles are available on the student websites eLUT https://elut.lut.fi/fi/opintojen-suorittaminen/opintoja-ohjaavat-saadokset-ja-ohjeet/opiskelijoiden-yhdenvertaisuus-ja and eLAB https://elab.lab.fi/fi/opintojen-suorittaminen/opintoja-ohjaavat-saadokset-ja-ohjeet/yhdenvertaisuus-ja-tasa. LUT and LAB will harmonise their student guidelines and processes where applicable. The student websites eLUT and eLAB are an efficient communication channel open to the public, and their content is developed continuously with different students and learners in mind. The accessibility of the eLUT and eLAB websites will be monitored and improved further.

We act according to our values

In accordance with our values, we want to ensure comfortable and peaceful study and working conditions for students, employees, and visitors on our campuses.

Everyone should conduct themselves in an appropriate manner in LUT's and LAB's facilities. We wish to provide everyone a safe work and study environment that does not endanger anyone's safety or health. Everyone must be treated fairly and equally, and we do not condone any violence, bullying, harassment,

intimidation, discrimination, or other inappropriate behaviour in our higher education community. We address inappropriate conduct and resolve problems.

Implementation of the previous student equality and non-discrimination plan

The LUT Universities' student equality and non-discrimination plan 1 January 2023–31 December 2024 took gender equality, language and cultural equality, accessible studies, students at different stages of their life, and harassment and discrimination prevention into consideration. Related measures are being applied continuously.

Measures applied 2023–2024

- LUT Universities have prepared guidelines for addressing harassment and inappropriate conduct in studies.
- LUT and LAB have developed their harassment liaison activities in collaboration with the student unions and have appointed harassment liaisons.
- Both institutions have increased the representation of international students in their administrative bodies.
- The accessibility of the eLUT and eLAB websites has been improved.
- The accessibility of SISU and PEPPI has been improved.
- Communication toward students has been improved by adopting the Tuudo mobile application for students – instructions have been posted on the eLUT and eLAB student websites in early 2023. In Tuudo, students have their own personalised desktop, and communication can be targeted for different student groups.
- An accessibility plan for LUT Universities has been added to the regulations and guidelines on equality and non-discrimination on the eLUT and eLAB websites.
- LUT and LAB have harmonised their guidelines for students.
- Equality between the campuses has been increased by, for instance, arranging doctoral education briefings on the Lahti campus and in regional units.
- LUT Universities have prepared guidelines for the use of artificial intelligence applications in studies.
- LUT Universities have electronic degree certificates and rolling graduation in all degrees.
- The admission process of doctoral students has been streamlined.
- The doctoral school is involved in the national doctoral education pilot of the Ministry of Education and Culture. In the pilot, universities collaborate to develop doctoral education and reinvent its practices. The aim is to increase the mobility of doctoral graduates between universities, companies, research institutes, and other organisations. In addition, the pilot aims to develop study guidance and promote the employment of doctoral graduates in different sectors of society.
- LUT has started to develop and renew its doctoral education. The development targets include, among others, uniform and high quality in available courses and guidance, comprehensive and efficient study guidance and monitoring, and building cross-disciplinary networks and a sense of community between students and supervisors.

The LUT Universities student equality and non-discrimination plan 2025–2026 has been prepared in collaboration with the LUT student union LTKY and the LAB student union KOE. The content of the plan has been discussed by the management committees of LUT University and the LAB University of Applied Sciences. The rector of LUT and president of LAB have approved the student equality and non-discrimination plan 1 January 2025–31 December 2026.