Equality and Non-Discrimination Plan

Arctic Museum Nanoq

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1. Introduction

This Equality and Non-Discrimination Plan guides the operations of Arctic Museum Nanoq to ensure that everyone has equal opportunities to participate, is treated with respect, and can feel safe within the museum environment. The plan applies to the museum's staff, trainees, volunteers, and the services provided to visitors.

Nanoq's values emphasise non-discrimination, inclusion, accessibility, community, cultural diversity, and dialogue. The museum strives to promote interaction between different cultures, language groups, and age groups. We continuously work to further strengthen equality and non-discrimination in all aspects of our activities.

2. Legal Basis

This plan is based on the following Finnish legislation:

- Act on Equality between Women and Men (609/1986)
- Non-Discrimination Act (1325/2014)
- Occupational Safety and Health Act (738/2002)
- Museums Act (314/2019)

3. Current Situation

3.1 Staff

Size of the Staff

- As of the end of November 2026, Nanoq employs one Executive Director, one part-time museum assistant, together with temporary staff employed through employment support schemes.

Recruitment Practices

- The museum's salaries and fees are based on the requirements of the position, established sector practices, and the applicable collective agreement. We follow the Collective Agreement for Private Museums. Salaries are transparent, equitable, and non-discriminatory.
- All employees receive a written employment contract specifying their duties, remuneration, and the duration of their employment.
- Fees paid to external experts and artists follow the recommendations of relevant trade unions and cultural organisations.
- The museum follows the principle of equal pay for equal work, regardless of gender, age, language, or background.

Trainees and Volunteers

- The same principles of equality and non-discrimination naturally apply to trainees and volunteers. We do not value people based on their employment status; instead, every member of our team is treated equally and with respect.

4. Development Areas

Objective	Target Group	Implementation	Responsible	Timeline
Ensure equal treatment of staff	Staff	Review of the plan and staff introduction	Executive Director and Board	Ongoing
Strengthen bilingualism and multilingualism	Visitors	Signage, guidebooks, guided tours, website content and social media	Executive Director and Communications Staff	By 2027
Improve services for visitors with visual and hearing impairments	Visitors with visual and hearing impairments	Development of accessible guided tours	Executive Director and external expert	By 2028
Improve the accessibility of the museum	All visitors, especially those with reduced	Ramps, accessible toilets,	Executive Director, Board, and	By 2026

area	mobility	and clearer accessibility information	Technical/Property Managers	

5. Other Ongoing Measures

- Recruitment is carried out using open and non-discriminatory selection criteria.
- Exhibition texts are produced in at least three languages, and guidebooks are available in several languages. Guided tours are offered in different languages whenever possible.
- Guided tours are adapted to the cultural background, age group, and specific needs of each visitor group whenever appropriate.
- The museum strives to respond to potential conflicts with flexibility, understanding, and respect.
- Information regarding accessibility is communicated clearly and transparently.
- The physical accessibility of the museum is improved whenever feasible.
- Staff are offered training on diversity, intercultural communication, accessibility, and inclusive practices.
- We organise and support events that promote cultural exchange, participation, and inclusion, while also reaching visitor groups that may otherwise be difficult to engage.
- Reduced admission fees are available for unemployed persons, students, holders of disability cards, and pensioners. Preschool-aged children are admitted free of charge. Personal assistants accompanying visitors with disabilities are always admitted free of charge.
- Assistance dogs are welcome throughout the museum.
- Any breaches of the Safer Space Principles are addressed immediately.

6. Safer Space Principles

At Nanoq:

- Everyone is of equal value. Discrimination, harassment, and hate speech are not tolerated.
- We respect each other's physical and personal boundaries. We do not touch others without their consent.
- We do not ridicule or belittle anyone through our words, behaviour, or actions.
- We do not make assumptions about a person's characteristics, such as nationality, ethnicity, religion, values, socioeconomic background, health, ability, gender, or sexual orientation.
- Everyone has the right to their own identity.
- We use respectful language and ensure that everyone has the opportunity to be heard.
- We listen to one another and make space for different perspectives. Discriminatory

attitudes are not regarded as acceptable opinions.
- We are open to feedback, new perspectives, and constructive criticism.
- We apologise if we have hurt someone, regardless of whether it was intentional or not.
- We intervene immediately in cases of discrimination, including racism

7. Procedures for Addressing Concerns

If a person experiences discrimination, harassment, or inappropriate treatment, they may report the matter to:

- their immediate supervisor or the Executive Director;
- by email (confidentially): **info@nanoq.fi**;
- by telephone: **+358 45 640 1312**;
- in an emergency, by contacting the appropriate authorities.

All reports are handled confidentially. We are committed to continuously promoting equality and non-discrimination throughout all aspects of our operations.

8. Monitoring and Updating

This plan is reviewed and updated annually.