

# RESEARCHER FACES HATE SPEECH

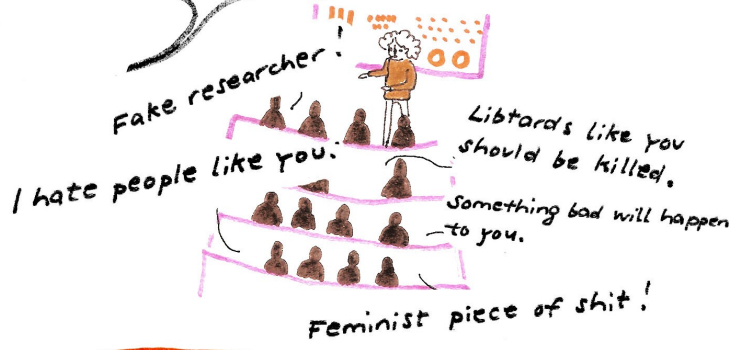


DO YOU KNOW THE FEELING YOU GET WHEN YOU HAVE SPENT YEARS RESEARCHING YOUR TOPIC AND THERE ARE STILL PEOPLE WHO NOT ACCEPT YOUR FINDINGS?

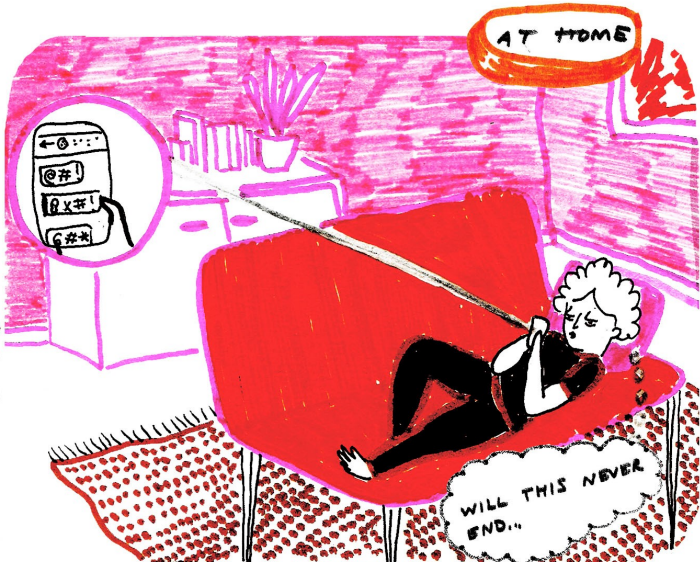
*Harassment is behaviour that deliberately or de facto intringes the dignity of an individual by creating an intimidating, hostile, degrading, humiliating or offensive environment through reference to prohibited grounds of discrimination.*

<https://www.syrjinta.fi/web/en/what-constitutes-discrimination>

INSTEAD THEY ATTACK YOU...



AT WORK



AT HOME



HATE SPEECH IS A PROBLEM FOR ALL OF US. YOU SHOULD NOT TRY TO DEAL WITH IT ON YOUR OWN. THE UNIVERSITY PROVIDES MANY MEANS TO TACKLE THE PROBLEM; SECURITY OFFICER, LINE MANAGER, DEAN, HEALTH AND SAFETY REPRESENTATIVE, AND THE UNION.



TIETEENKIJÖIDEN LIITTO  
FORSKARFÖRBUNDET  
The Finnish Union of University Researchers and Teachers

Unions are not just about collective bargaining and strikes. Jytte, the Jyväskylä branch of the Finnish Union of University Researchers and Teachers, supports its members when they face discrimination or harassment, advances the position of grant-funded researchers, and plays an active role in higher education policy on the national level. Become a member and join us in making the work environment better – for all of us!