UNSW College

Anti-Racism and Anti-Religious Vilification Policy

1. Purpose

This policy sets out UNSW College's commitment to being an anti-racist institution and to actively opposing racism, discrimination and religious vilification in all their forms. We are committed to identifying, challenging, preventing and addressing racism and religious vilification wherever they occur, and providing a safe, inclusive, and respectful learning and working environment free from discrimination, harassment, vilification and hatred in all its forms.

2. Scope

The Anti-Racism and Anti-Religious Vilification Policy applies to all members of the UNSW College community.

3. Policy statement

At UNSW College we actively encourage and support the rich perspectives that cultural, religious and linguistic diversity bring to our teaching, learning and working community. The College actively fosters a safe, respectful and inclusive environment in which all people are treated with dignity and respect.

UNSW College acknowledges and pays respect to the Bedegal people, the Traditional Custodians of the lands upon which UNSW College is situated. We acknowledge our Aboriginal and Torres Strait Islander students and staff and recognise the history of racial vilification experienced by Aboriginal and Torres Strait Islander peoples in workplaces and institutions across Australia.

Anti-racism and anti-religious vilification require active opposition to racism, discrimination and vilifying conduct. This includes identifying, challenging, preventing and responding to behaviours, attitudes, systems and practices that demean, exclude, discriminate against, or incite hatred, contempt or ridicule towards individuals or groups because of their race, ethnicity, nationality, cultural background, skin colour, religion or faith.

Racism, discrimination and hatred in all its forms, including against Aboriginal and Torres Strait Islander peoples, antisemitism, Islamophobia, and other religious vilification, threaten the safety, cohesion and wellbeing of the UNSW College community.

The experience of racism is often compounded by other forms of discrimination. This Policy acknowledges intersectionality and the importance of taking all forms of discrimination into account in education and awareness programs aimed at eliminating racism in education and employment. This policy aligns with the Anti-Discrimination Act 1977 (NSW) in recognising the confluence between racial and religious discrimination.

The UNSW College Staff Code of Conduct and UNSW College Student Code of Conduct and this Policy establish the standards of behaviour expected of all members of the

UNSW College community and sets out our shared responsibility for contributing to a culture that actively rejects racism and religious vilification in all its forms.

4. Principles and Objectives

4.1 Racism

4.1.1 Racism can take many forms, such as jokes or comments that cause offence or hurt, name-calling or verbal abuse, harassment or intimidation, or commentary in the media or online that inflames hostility towards certain racial groups. Racism can also take the form of unfair treatment of people because of their race.

4.1.2 The Racial Discrimination Act 1975 (Cth) makes racism that amounts to discrimination against the law. Racial discrimination occurs when a person is treated less favourably, or not given the same opportunities, as others in a same or similar situation, because of, or substantially because of their race, the country where they were born, their ethnic origin or their skin colour.

4.1.3 Racism that is racial hatred can also be against the law, e.g., doing or saying something in public, including in the workplace, classroom, library or online based on the race, colour, national or ethnic origin of a person or group of people, which is likely to offend, insult, humiliate or intimidate.

4.1.4 Racial vilification is a public act that encourages or incites others to hate, have serious contempt for, or severely ridicule a person, or group of people, because of race, colour, nationality, descent or ethnic or ethno-religious or national origin. Public acts include communications that can be seen or heard by the public (e.g. print, video, memes, or online), signs, flags or clothing seen by the public or distributing and sharing information to the public. A public act that threatens or incites violence towards a group of people on the basis of race is a criminal offence that may be referred to the Police.

4.2 Religious Vilification

4.2.1 Religious vilification is the act of publicly inciting hatred, serious contempt, or severe ridicule of an individual or a group of individuals based on their religious beliefs or practices, or lack of religious beliefs or practices.

4.2.2 Religious vilification can manifest in various ways. It may involve verbal or written harassment, hate speech, or actions aimed at individuals or groups or communities based upon their religious beliefs.

4.3 Forms of Racism and Racial Vilification

4.3.1 Racism and religious vilification can manifest in various ways. To meet the College's regulatory obligations and to promote a shared understanding of how racism and religious vilification may be experienced, this Policy includes definitions of racism and certain specific forms of discrimination, specifically, antisemitism, Islamophobia and racism towards Aboriginal and Torres Strait Islander peoples.

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4.3.2 These definitions are not exhaustive. Their inclusion does not suggest that these forms of harm are more serious than others, or that the experiences of other people and communities are less significant. Racism, discrimination and vilification may affect people and communities in many different ways and may arise even where the particular conduct or experience is not addressed by a standalone definition in this Policy.

4.3.3 The absence of a specific definition should not deter anyone from raising a concern or seeking support. It does not mean that UNSW College is unable or unwilling to assess and respond to the matter under the relevant Code of Conduct, or the College's Enterprise Agreement, policies, procedures or applicable law.

Racism towards Aboriginal and Torres Strait Islander peoples	Racism towards Aboriginal and Torres Strait Islander peoples is distinguished by our legal status as the First Peoples of the nation, tied not just to race, but to ongoing challenges to the status, authority and rights of First Peoples in their own Country. It occurs where systems, policies, practices, decisions, actions, omissions, attitudes or behaviours create or perpetuate racial harm, hate speech, vilification, discrimination, exclusion, oppression, or impair the equal enjoyment of rights and opportunities of Aboriginal and Torres Strait Islander peoples. Racism may be direct or indirect, intentional or unintentional, and may operate at individual, interpersonal, institutional, systemic or structural levels. In Australia, racism towards Aboriginal and Torres Strait Islander peoples must be understood within the historical and ongoing context of settler colonialism and racism constitutive of the Australian Constitution and its continuing effects on First Peoples. Educational institutions are not exempt from these processes and have historically contributed to, and can continue to produce or perpetuate, racial harm. Educational institutions therefore have a responsibility to prevent and address racism across governance, employment, student experience, teaching and learning, research, engagement and partnerships.
Antisemitism	Antisemitism is discrimination, prejudice, harassment, exclusion, vilification, intimidation or violence that impedes Jews' ability to participate as equals in educational, political, religious, cultural, economic or social life. It can manifest in a range of ways including negative, dehumanising, or stereotypical narratives about Jews. Further, it includes hate speech, epithets, caricatures, stereotypes, tropes, Holocaust denial, and antisemitic symbols. Targeting Jews based on their Jewish identities alone is discriminatory and antisemitic. Criticism of the policies and practices of the Israeli government or state is not in and of itself antisemitic. However, criticism of Israel can

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	be antisemitic when it is grounded in harmful tropes, stereotypes or assumptions and when it calls for the elimination of the State of Israel or all Jews or when it holds Jewish individuals or communities responsible for Israel's actions. It can be antisemitic to make assumptions about what Jewish individuals think based only on the fact that they are Jewish. All peoples, including Jews, have the right to self-determination. For most, but not all Jewish Australians, Zionism is a core part of their Jewish identity. Substituting the word 'Zionist' for 'Jew' does not eliminate the possibility of speech being antisemitic.
Islamophobia	Islamophobia is a form of racism and religious discrimination. It manifests as exclusion, harassment, vilification, intimidation or violence directed at Muslims or people perceived to be Muslims because of their actual or perceived Muslim identity, and can intersect with other forms of hostility and discrimination, including those based on race, ethnicity, national origin or gender. It is distinct from, but can intersect with, anti-Arab and anti-Palestinian racism. It may be expressed through language, conduct, policies, or institutional regulations and practices. It can occur interpersonally, collectively, institutionally or structurally, both online and offline, and can undermine Muslims' equal dignity, participation, opportunity and access to College life. Islamophobia may involve negative, dehumanising or stereotypical representations of Muslims, including gendered and racialised stereotypes. It can take the form of subjecting Muslims, because of their actual or perceived Muslim identity, to disproportionate suspicion, surveillance, securitisation, risk management or restrictions not reasonably applied to others in comparable circumstances. This definition should be read and applied in accordance with applicable laws, as well as with UNSW College's policies and principles including academic freedom and freedom of expression.

4.3.4 All forms of racism and religious vilification are harmful and inconsistent with the values of the College.

5. Standards and Expectations

5.1 This Policy is underpinned by the Staff Code of Conduct and Student Code of Conduct, which establish the standards of behaviour expected of all members of the UNSW College community and affirms the College's commitment to inclusion, respect, integrity, safety, and active bystander responsibility and freedom of speech and academic freedom of speech.

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5.2 Nothing in this Policy is intended to restrict lawful freedom of speech or academic freedom, except to the extent permitted by law and other applicable College requirements.

6. Guiding principles

6.1 We foster a diverse, inclusive and culturally safe community

Every member of the UNSW College community is valued, respected and able to participate fully. We celebrate and recognise the racial, cultural, linguistic and religious diversity of our students, staff and affiliates as the source of strength, excellence and innovation in our teaching, learning and engagement.

6.2 We actively oppose racism, discrimination, vilification and hatred in all its forms

Racism, discrimination in all forms, harassment, vilification, and victimisation have no place at UNSW College. We are committed to identifying, challenging, preventing and addressing these behaviours and promote a culture of respect, inclusion and active bystander responsibility.

6.3 We address both individual and systemic harm

UNSW College recognises that racism and vilification can occur through individual behaviour, as well as through institutional systems, policies, practices and cultures. We are committed to eliminating barriers to participation and addressing racism and religious vilification across all aspects of College life.

6.4 We listen, support and act with fairness and accountability

UNSW College is committed to ensuring that people who experience or witness racism, discrimination or vilification are heard, supported and able to raise concerns safely. We will provide accessible and culturally safe pathways for advice, reporting and resolution, respond fairly and consistently, and protect reporters from victimisation when they raise concerns in good faith.

Members of the UNSW College community can raise a complaint or report racism and religious vilification through the following channels:

Students: via UNSW College complaints; and

Staff members: by emailing the People and Culture team at hr@unswcollege.edu.au.

Visitors, contractors, agents, partners and other external parties: by emailing externalcomplaints@unswcollege.edu.au.

Anonymous Reports: may be submitted through the College's anonymous reporting channel.

Reports will be handled in accordance with applicable policies and procedures, with appropriate support provided to those involved.

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6.5 We uphold academic freedom and continuous learning

UNSW College is committed to freedom of speech and academic freedom, including the rights of staff and students to teach, learn, engage in public debate and participate fully in academic life. These freedoms are exercised consistently with the law and the College's commitment to a safe, inclusive and respectful environment. Through education and continuous improvement, we strengthen understanding of racism and religious vilification and build cultural capability across our community.

7. Roles, responsibilities and delegations

7.1 Preventing and addressing racism, discrimination and religious vilification is a shared responsibility of all members of the UNSW College community. Everyone has a role to play in fostering a safe, respectful, inclusive and culturally safe environment, and in actively challenging conduct that is inconsistent with the College's values and this Policy.

7.2 The UNSW College Executive Team is responsible for promoting and providing institutional leadership and overseeing the College's approach to preventing and addressing racism, discrimination and religious vilification.

7.3 Heads of departments, managers and supervisors are responsible for embedding the principles of this Policy within their areas of responsibility, supporting a culture of inclusion and respect, taking appropriate action when concerns are raised, and ensuring reasonable steps are taken to prevent and address unacceptable conduct.

They should also ensure that academic course design, curriculum content, teaching methodologies, and the student experience are culturally safe, respectful, and inclusive of diverse perspectives, including Aboriginal and Torres Strait Islander knowledges and experiences.

7.4 UNSW College People & Culture, Student Experience, and Legal, Risk & Compliance are supporting the implementation of this Policy through education, advice, prevention initiatives, monitoring and providing institutional leadership with oversight, risk management and continuous improvement activities.

7.5 All members of the UNSW College community are responsible for complying with this Policy, treating others with dignity and respect, contributing to an inclusive community, speaking up against and about racism and religious vilification (where it is safe and appropriate to do so), and supporting efforts to prevent and address harmful conduct.

8. Making Complaints is Supported

8.1 All members of the UNSW College community are encouraged to speak up if they see or experience racial or religious discrimination, harassment, or vilification.

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8.2 UNSW College manages complaints sensitively and fairly and provides clear reporting pathways for raising concerns and information on seeking support. Complaints or allegations about racial and religious discrimination, harassment or vilification will be handled in accordance with the following:

Staff

- Anti-discrimination, Bullying and Harassment Procedure
- Conflict Resolution and Complaint Management Procedure

Students

- Student Grievances and Complaints Policy
- Student Grievances and Complaints Procedure
- Student Appeal Policy
- Student Appeal Procedure

Related Policy Documents and Supporting Documents	
Legislation	Anti-Discrimination Act 1977 (NSW) Australian Human Rights Commission Act 1986 (Cth) Discrimination Act 1991 (ACT) Fair Work Act 2009 (Cth) Racial Discrimination Act 1975 (Cth) Work Health and Safety Act 2011 (NSW) Work Health and Safety Regulation 2025 (NSW)
Policy	Staff Code of Conduct Student Code of Conduct Student Health, Safety and Wellbeing Policy Equity, Diversity and Inclusion Policy Student Grievances and Complaints Policy Student Appeal Policy
Procedures	Anti-Discrimination, Bullying and Harassment Procedure Conflict Resolution and Complaint Management Procedure Student Grievances and Complaints Procedure Student Appeal Procedure

9. Policy Governance

Anti-Racism and Anti-Religious Vilification Policy	
Category/Business Group	Chief Executive Officer
Published Externally (Yes/No)	Yes
Approver	Chief Executive Officer
Responsible Officer	Chief Operating Officer

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Contact Officer	Head of Legal, Risk & Compliance
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Version	Approved by	Approval date	Effective date	Sections modified
1.0	Chief Executive Officer	[Approved Date Display]	[Effective Date Display]	

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