

Anti-Racism

Date of approval	14 August 2026	Approved by	Senior Executive Team (SET)
Date of effect	14 August 2026	Review date	31 August 2029
		Version	v1 2026
Relates to	Members of Council, Students and Staff Codes of Conduct. Diversity Equity and Inclusion Policy Harassment Policy Threshold Standards - 2.1, 2.2, 2.3, 6.1, 6.2, 6.3, 6.4, 6.10. VET Standards - 2.5, 2.6, 2.7, 2.8, 4.1, 4.3.		
Responsible Owner	Senior Manager People and Culture		
Functional Manager	Senior Manager People and Culture (for staff) Director Student Experience (for students)		

The Batchelor Institute of Indigenous Tertiary Education (the Institute) celebrates diversity as a foundational principle of our culture and practice. Racial, religious, cultural, sexual preferences, disability, gender, socio economic differences, and the many other ways that one can be marked as different are the backbone of our community.

The Institute has no tolerance for any form of discrimination, vilification, racial, cultural, sexist or religious targeting of any student, staff member or other persons who may come onto the Institute; including in relation to, antisemitism, islamophobia or Indigenous Australians.

The Institute accepts the definition of antisemitism as agreed to by Universities Australia and defined in section 5 of this policy.

1. Outline

This policy commits the Institute to the elimination of all forms of racism and racial discrimination and to the ongoing education of, and support to, staff and students to achieve this aim.

2. Policy

2.1 **Scope.** This policy applies to

- 2.1.1 all students, staff and other members of the Institute community. and
- 2.1.2 to all Institute activities whether on- campus, online, communities, placements or any other location or circumstance.

2.2 The Institute rejects all racial and religious discrimination, harassment or vilification; including antisemitism .

The Institute rejects all forms of racial and religious discrimination, harassment or vilification and is committed to the elimination of this behaviour in all aspects.

2.3 The Institute is committed to actively challenging any racial or religious discrimination, harassment or vilification, irrespective of how it is expressed.

It is a shared responsibility of the Institute community to combat racial and religious discrimination, harassment and vilification and challenge such expressions whenever it is safe to do so, irrespective of how they manifest or are intended. Active bystanders can have an especially important role in combatting racism and religious vilification.

It is not intended that this policy should restrict academic freedom and freedom of speech. However, it should be noted that a public act, such as speaking, writing, displaying notices and so forth, done reasonably and in good faith for academic, artistic, scientific, research or religious discussion or instruction purposes are not contrary to this policy.

2.4 Education will promote awareness of the impacts of racial and religious discrimination and vilification

The Institute will ensure that students, staff, and the Institute community are made aware of this policy, what constitutes acceptable standards of behaviour, and the Institute's rejection of racial and religious discrimination, harassment or vilification.

The Institute will conduct mandatory anti-racism and anti-discrimination training for all staff and provide access to appropriate training and reference material.

2.5 Making complaints is supported.

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

The Institute will manage complaints sensitively and fairly and provide 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 Complaints Policy, and the Student and External Grievances Complaints Appeals Procedure.

The Institute will keep all information relating to a complaint or report confidential, unless the person making the complaint or report agrees to share some or all of the information, or agrees to its use for a specific purpose.

Complaints can also be made to the relevant external organisation, such as:

- a. National Student Ombudsman;
- b. the Police;
- c. Integrity and Ethics Commissioner;
- d. Australian Human Rights Commissioner; and/or
- e. Fair Work Australia Ombudsman.

3. Responsibilities

- 3.1 **Senior Manager People and Culture.** Responsible for implementing and monitoring this policy.
- 3.2 **Director Student Experience.** Responsible for ensuring this policy is available to all students and for the development of any specific student related training or information.
- 3.3 **Managers, Supervisors, Senior Lecturers and Team Leaders.** Responsible for ensuring that all staff within their operational area conduct themselves in accordance with this policy and related documents.
- 3.4 **Council Members, Staff and Students.** Responsible for ensuring they conduct themselves, in accordance with this policy, codes of conduct and related documents.

4. Acronyms & Terms

<i>Acronym/ Term</i>	<i>Definition/Description</i>
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 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.
Discrimination	generally refers to the differential treatment of people or groups due to generalized traits such as race, sex, age, disability, religion, or other personal characteristics. This often causes harm or disadvantage to the targeted individuals or groups. Discrimination can also occur to someone who is associated with a person or group with particular characteristics. For further information refer to the <i>Anti-discrimination Act 1992</i> (NT).

Acronym/ Term	Definition/Description
Racism	the belief that human races have distinctive characteristics which determine their respective cultures, usually involving the idea that one's own race is superior and has the right to rule or dominate others. Offensive or aggressive behaviour to members of another race stemming from such a belief. 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.
Staff	means individuals who are employed or engaged, by or for the Institute, and whether for reward or on a voluntary basis. It includes adjuncts, volunteers, contractors and individuals employed by contractors within or outside the Northern Territory. For the purposes of this policy contractors also include trade contractors such as those employed by facilities or campus operations.

5. Supporting Documents

- Staff Code of Conduct,
- Student Code of Conduct,
- Council Members Code of Conduct
- Diversity Equity and Inclusion Policy,
- Harassment Policy,
- Complaints Policy,
- Student and External Grievances Complaints Appeals Procedure,
- Work Health and Safety Policy.

6. Related documents

- *National Vocational Education and Training Regulator (Outcome Standards for Registered Training Organisations) Instrument 2025*
- *Higher Education Standards Framework (Threshold Standards) 2021*
- *Anti-discrimination Act 1992 (NT);*
- *Racial Discrimination Act 1975 (Cth),*
- *Work Health and Safety (National Uniform Legislation) Act 2011 (NT).*

7. Non-Compliance

- 7.1 Non-compliance with Governance Documents is considered a breach of the Staff Code of Conduct and is treated seriously by the Institute. Reports of concerns about non-compliance will be managed in accordance with the applicable disciplinary procedures.
- 7.2 All staff members have an individual responsibility to raise any suspicion, allegation or report of fraud or corruption in accordance with the Fraud and Corruption Control Policy and Whistleblower Reporting (Improper Conduct) Procedure and Guideline.

8. Modification history

<i>Date</i>	<i>Version</i>	<i>Authority</i>	<i>Section Modified - Details</i>
August 2026	v1 2026	SET	New policy

9. Feedback

If you have any comments or feedback about this policy, please contact the Senior Manager People and Culture.
