

 BOND UNIVERSITY	ANTI-DISCRIMINATION AND ANTI-RACISM POLICY
Policy Owner	Vice President Operations
Contact Officer	Chief People Officer (staffing matters) Chief Integrity Officer (student matters)
Endorsement Authority	Vice Chancellor
Date of Next Review	25 November 2027

1. PURPOSE AND OBJECTIVES

This Policy confirms Bond University's commitment to providing a safe and respectful learning and working environment for staff and students that is free from all forms of [Discrimination including Racism, Antisemitism and Islamophobia](#). The University is committed to the principles of equal opportunity and to fostering diversity and inclusion within the [Bond Community](#).

Bond University acknowledges the particular significance of Indigenous Australians as the traditional owners and custodians of this land and recognises its responsibility as an educational institution to take proactive steps to redress disadvantage and to promote and encourage Indigenous culture and knowledges.

2. AUDIENCE AND APPLICATION

This Policy applies to all current and prospective Bond University staff and students, and any individuals engaged in the activities of the University.

3. ROLES AND RESPONSIBILITIES

Role	Responsibility
University Leaders	Raise awareness and implement preventative, responsive and relevant strategies to promote cultural, linguistic and religious diversity, and to reject all forms of Discrimination and Racism in all aspects of the learning and working environment
Managers and Academic Staff	<ul style="list-style-type: none"> ▪ Ensure that their learning and/or working environments are culturally inclusive and free from Discrimination and Racism ▪ Support and encourage students and staff to develop cross-cultural competence through appropriate development opportunities and resources ▪ Monitor and ensure that appropriate conduct and practices are modelled and observed at all times in their learning and/or working environments ▪ Take appropriate action if they observe or receive reports of Discrimination and Racism
Chief People Officer (staffing matters)/ Chief Integrity Officer (student matters)	Oversee management of reports of Discrimination and Racism

4. POLICY STATEMENT

4.1. Principles

Bond University unequivocally condemns all forms of Racism and is committed to the elimination of Discrimination based on [Protected Attributes](#) under Australian law, including but not limited to [Race](#), age, sex, [Gender Identity](#), religious belief, political belief, or disability. The University is also alert to the impact of [Intersectionality](#), whereby different aspects of a person's identity may expose them to compounding experiences of Discrimination and/or Racism.

As an institution of higher learning, Bond University is committed to supporting critical and free inquiry and informed intellectual discourse and public debate, within an environment where everyone is treated fairly and with respect, as stated in the [Freedom of Speech and Academic Freedom Policy](#).

The University is committed to providing and supporting a learning and working environment that:

- acknowledges and respects Indigenous Australians as the traditional owners and custodians of this land;
- is inclusive of staff and students from different races, ethnicities, cultures, religions, histories, backgrounds, and beliefs;
- recognises and embraces the value and benefits of cultural, linguistic and religious diversity;
- actively works to combat discriminatory policies, procedures and practices; and
- is free from Discrimination and Racism.

The University will promote anti-discrimination, anti-racism, cultural awareness, cross-cultural competence, [Inclusive Practices](#), and appropriate conduct for staff and students through its policies and strategies, information resources, recruitment processes, induction/orientation activities, training programs, and support services.

The University will deliver curriculum content, teaching methodologies and student experiences that are culturally safe, respectful, and inclusive of diverse perspectives, including Indigenous Australian knowledges and experiences.

The University will encourage research and community service activities that raise awareness of and promote diversity and inclusion.

4.2. Responsibilities

All members of the Bond Community have a responsibility to uphold and act in accordance with this Policy whilst engaging in University activities, including identifying and bringing attention to instances of Discrimination and Racism, noting that:

- University Leaders, Managers and Academic Staff have the particular responsibilities set out in clause 3 above;
- Staff have responsibilities for their personal and professional conduct as stated in the [Staff Code of Conduct Policy](#); and
- Students have responsibilities to meet University expectations for their conduct as stated in the [Student Charter](#) and [Student Code of Conduct Policy](#).

4.3. Enforcement

Staff and students who experience Discrimination and/or Racism are encouraged to report it and seek assistance in accordance with the [Professional Staff Grievance Policy](#), [Academic Staff Dispute Resolution Policy](#), or [Student Grievance Management Policy](#).

Managers and academic staff handling such concerns should consult the Chief People Officer for advice and assistance on legislation and University policy.

Students with concerns about Discrimination and/or Racism should consult the Chief Integrity Officer for advice and assistance on legislation and University policy.

Discrimination and/or Racism may constitute misconduct and lead to disciplinary action under the [Professional Staff Workplace Investigation Policy](#), [Academic Staff Workplace Investigation Policy](#), or [Student Code of Conduct Policy](#).

If there is evidence of criminal conduct, the University may refer the matter to the police or an appropriate agency.

4.4. Reprisal

The University will not tolerate [Victimisation](#) of any person in relation to the application of this Policy.

5. DEFINITIONS, TERMS, ACRONYMS

Bond Community Means current students (enrolled and visiting), alumni, staff, other workers, volunteers, official visitors, recognised individuals, honorary position holders, adjunct academic and support position holders, suppliers of academic placements or official suppliers of academic-related activity, and anyone else contractually bound to comply with this Policy.

Bullying and/or Harassment Refers to the repeated less favourable treatment of a person by another or others, which may be considered unreasonable and inappropriate. It is behaviour that is likely to offend, humiliate or intimidate and it may or may not be based on any of the [Protected Attributes](#). (Note that a single incident of harassing/bullying behaviour may suffice to constitute sexual harassment.)

Staff members who experience Bullying/Harassment should also refer to the [Bullying and Harassment Policy](#).

Students who experience Bullying/Harassment should also refer to the [Student Code of Conduct Policy, Schedule B](#).

Discrimination	<p>Means Direct Discrimination or Indirect Discrimination.</p> <p>Direct Discrimination on the basis of a Protected Attribute happens if a person treats, or proposes to treat, a person with an Attribute less favourably than another person without the Attribute is or would be treated in circumstances that are the same or not materially different.</p> <p>Indirect Discrimination on the basis of a Protected Attribute happens if a person imposes, or proposes to impose, a condition, requirement or practice:</p> <ul style="list-style-type: none"> ▪ with which a person with an Attribute does not or is not able to comply; and ▪ with which a higher proportion of people without the Attribute comply or are able to comply; and ▪ that is not reasonable. <p>For the purposes of this Policy, Discrimination also encompasses these forms of unacceptable conduct:</p> <ul style="list-style-type: none"> ▪ Bullying and/or Harassment based on any of the Protected Attributes; and ▪ Vilification based on one or more of the Protected Attributes of race, religious belief, sexuality, sex characteristics, or gender identity.
Gender Identity	<p>Means the person's internal and individual experience of gender, whether or not it corresponds with the sex assigned to the person at birth, and includes:</p> <ul style="list-style-type: none"> ▪ the person's personal sense of the body; ▪ if freely chosen – modification of the person's bodily appearance or functions by medical, surgical or other means; and ▪ other expressions of the person's gender, including name, dress, speech and behaviour.
Inclusive Practices	<p>Practices that anticipate and accommodate the needs of a diversity of people, minimising the need for adjustments to respond to individual needs, while maintaining quality and other standards.</p>
Intersectionality	<p>Refers to the way in which multiple Protected Attributes of a person may combine to expose them to cumulative or overlapping experiences of intolerance and disadvantage.</p>
Protected Attributes	<p>A Protected Attribute contained within the Anti-Discrimination Act 1991 (Qld) and Commonwealth anti-discrimination legislation.</p> <ul style="list-style-type: none"> ▪ race; ▪ colour; ▪ sex; ▪ sexual orientation; ▪ age; ▪ physical or mental disability; ▪ marital status; ▪ family or carer's responsibilities; ▪ pregnancy ▪ religion or religious activity; ▪ political opinion or political activity; ▪ trade union activity; ▪ national extraction; ▪ social origin; ▪ relationship status; ▪ Parental status; ▪ breastfeeding; ▪ lawful sexual activity; ▪ sexuality; ▪ gender identity; ▪ sex characteristics; ▪ intersex status; ▪ association with, or relation to, a person identified on the basis of any of the above attributes.
Race	<p>Includes colour; descent or ancestry; ethnicity or ethnic origin; and nationality or national origin.</p>

Racism	Refers to “ <i>the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others.</i> ” (Australian Human Rights Commission, What is racism?)
	<p>Racism encompasses:</p> <ul style="list-style-type: none"> ▪ Interpersonal racism – occurs during interactions between individuals and includes making negative comments about a particular ethnic group in person or online, calling others racist names, and harassing/bullying others because of their race; ▪ Institutional racism – the policies, procedures and practices that inform the everyday operations of an organisation and support continued unfair treatment of some people because of their race; and ▪ Systemic racism – the history, ideology, culture and interactions of institutions and policies throughout a whole society that combine to perpetuate inequity to some people because of their race. (Australian Human Rights Commission, Racism. Nobody Wins.). Examples of racism include Antisemitism and Islamophobia.
Sex Characteristics	Means the person’s physical features and development related to the person’s sex, and includes: <ul style="list-style-type: none"> ▪ genitalia, gonads and other sexual and reproductive parts of the person’s anatomy; ▪ the person’s chromosomes, genes and hormones that are related to the person’s sex; and ▪ the person’s secondary physical features emerging as a result of puberty.
Victimisation	When a person does an act or threatens to do an act against a person because: <ul style="list-style-type: none"> ▪ they have reported a concern. or are associated with someone who has reported a concern, under this Policy; or ▪ they have had a concern reported against them or are associated with someone who has had a concern reported against them, under this Policy.
Vilification	A public act that incites hatred towards, serious contempt for, or severe ridicule of a person or group of persons based on one or more of the Protected Attributes of race, religious belief, sexuality, sex characteristics, or gender identity of the person or members of the group.

6. RELATED DOCUMENTS

[Accessibility and Inclusion Policy \(SS 5.8.6\)](#)
[Academic Staff Dispute Resolution Policy \(HR 2.10.2\)](#)
[Academic Staff Workplace Investigation Policy \(HR 2.8.8\)](#)
[Admissions Policy \(SS 5.4.1\)](#)
[Bond University High Performance Training Centre Utilisation Policy \(FAC 8.3.3\)](#)
[Bond University Sports Centre Policy \(FAC 8.3.2\)](#)
[Bullying and Harassment Policy \(GOV 1.8.2\)](#)
[Campus Management Policy \(FAC 8.3.4\)](#)
[Staff Code of Conduct Policy \(HR 2.8.4\)](#)
[Equal Employment Opportunity Policy \(GOV 1.8.3\)](#)
[Freedom of Speech and Academic Freedom Policy \(GOV 1.1.1\)](#)
[Professional Staff Dismissal Policy \(HR 2.8.6\)](#)
[Professional Staff Grievance Policy \(HR 2.10.1\)](#)
[Professional Staff Workplace Investigation Policy \(HR 2.8.5\)](#)
[Recruitment and Selection Policy \(HR 2.4.1\)](#)
[Social Media Policy \(INF 6.1.1\)](#)
[Student Code of Conduct Policy \(SS 5.2.1\)](#)
[Student Grievance Management Policy \(SS 5.8.1\)](#)
[Student Wellbeing and Safety Policy \(SS 5.8.4\)](#)
[Welfare Arrangements for Students Under the age of 18 Policy \(SS 5.8.5\)](#)
[Whistleblower and Public Interest Disclosure Policy \(HR 2.8.3\)](#)

7. REFERENCE MATERIALS

- [Queensland Human Rights Commission Anti-Discrimination Act 1991 \(Qld\)](#)
- [Australian Human Rights Commission Age Discrimination Act 2004 \(Cth\)](#)
[Disability Discrimination Act 1992 \(Cth\)](#)
[Racial Discrimination Act 1975 \(Cth\)](#)
[Sex Discrimination Act 1984 \(Cth\)](#)

- [International Convention on the Elimination of All Forms of Racial Discrimination 1965](#)
[Briefing paper for Special Rapporteur on freedom of religion or belief: Working definition of Islamophobia](#)
[International Holocaust Remembrance Alliance: Working definition of Antisemitism](#)
[Jerusalem Declaration on Antisemitism](#)
[United Nations: Racism, xenophobia and intolerance](#)

8. MODIFICATION HISTORY

Date	Sections	Source	Details
25 Nov 2024	All	Anti-Discrimination working group	V2: clarification to scope of Policy and change of name
23 May 2024	1. Definitions	CPO	V1.1: add definitions for gender identity and sex characteristics as per change to Anti-Discrimination Act
6 March 2024			Date First Approved

APPROVAL AUTHORITY: Vice Chancellor