

Antisemitism and Religious Discrimination Prevention and Response Policy and Procedure

Outcome

The learning environment promotes and protects the safety, dignity and wellbeing of all VET students by preventing and responding appropriately to antisemitism, religious discrimination and related forms of harassment.

This policy supports the organisation's obligations under the Standards for RTOs 2025 relating to student wellbeing, safe learning environments and risk management.

Who is responsible

The Operations Manager is responsible for implementing and monitoring this policy.

All staff, trainers, assessors and third-party providers are responsible for:

- maintaining a safe, respectful and inclusive learning environment
- recognising and responding to antisemitic behaviour or religious discrimination
- reporting incidents in accordance with this procedure

When

This policy applies:

- during training and assessment activities
- during online learning environments
- during work placement or industry engagement activities
- during any interaction between staff and students connected to the RTO

The policy is applied:

- at enrolment orientation
- when incidents or concerns are raised
- during wellbeing monitoring processes
- during periodic quality assurance reviews

Policy

is committed to providing a safe, inclusive and respectful learning environment for all VET students regardless of religion, ethnicity, cultural identity or background.

Antisemitism, including discrimination, harassment, vilification or intimidation directed at Jewish students or staff, is not tolerated under any circumstances.

The organisation also recognises that discrimination based on religion or cultural identity may affect students from diverse backgrounds. Any behaviour that targets individuals based on religion or perceived religious identity is inconsistent with organisational values and obligations under Australian anti-discrimination legislation.

Examples of prohibited conduct may include:

- verbal abuse or derogatory comments
- harassment related to religious identity
- intimidation or threats
- offensive symbols or imagery
- exclusion from learning activities
- online harassment or bullying

These behaviours are considered serious breaches of the Student Code of Conduct and may result in disciplinary action.

This policy operates alongside the following organisational policies:

- Discrimination, Harassment and Bullying Policy
- Wellbeing Support Policy
- Complaints and Appeals Policy
- Inclusive and Culturally Safe Learning Environment Policy

Religious Discrimination and Cultural Safety Framework

To ensure a safe and inclusive learning environment for all students, adopts a broader Religious Discrimination and Cultural Safety Framework which recognises the diversity of religious beliefs within the student cohort.

The framework supports the prevention and management of behaviours including:

- Antisemitism
- Islamophobia
- religious harassment
- discrimination based on religious dress, practices or beliefs

The organisation promotes cultural awareness, respectful dialogue and inclusive practices to support students from diverse religious backgrounds.

Learning environments must remain respectful and free from hostility, intimidation or discrimination.

Where necessary, reasonable adjustments may be made to support students' religious practices provided these adjustments do not compromise training or assessment requirements.

Procedure

(a) Prevention and Awareness

implements preventative strategies to minimise the risk of antisemitism and religious discrimination within the learning environment.

1. Students are informed during enrolment and orientation that discrimination, harassment and antisemitism are prohibited behaviours.
2. The student code of conduct outlines expectations for respectful communication and behaviour.
3. Staff receive guidance on recognising discrimination and supporting affected students.
4. Trainers promote inclusive classroom practices and respectful discussion.

(b) Identification of Concerns

Concerns may be identified through:

- student complaints or reports
- staff observations
- peer reports
- monitoring of online learning platforms
- student wellbeing surveys

All reports must be taken seriously and handled sensitively.

(c) Immediate Response

Where antisemitic or religiously discriminatory behaviour is reported or identified:

1. The trainer or staff member must ensure the immediate safety of the affected student.
2. The incident must be reported to Student Services.
3. The student will be offered wellbeing support and appropriate assistance.

(d) Investigation

The will:

1. review the reported incident
2. gather relevant information from involved parties
3. determine whether policy breaches have occurred
4. determine appropriate corrective actions.

Investigations will be conducted confidentially and in accordance with principles of fairness and natural justice.

(e) Corrective Actions

Where a breach is substantiated, actions may include:

- mediation
- behavioural warnings
- disciplinary actions
- mandatory training or awareness activities
- removal from learning activities where necessary

Serious incidents may be referred to external authorities if required.

(f) Student Support

Students affected by antisemitism or religious discrimination may be supported through:

- access to wellbeing services
- academic support where learning has been disrupted
- confidential reporting pathways
- referral to external support services where appropriate

Monitoring and Review

This policy is reviewed in accordance with the organisation's Quality Assurance Schedule.

Monitoring activities may include:

- review of incident reports
- student wellbeing surveys
- complaints and appeals data
- staff feedback regarding the safety of the learning environment

All improvements identified will be recorded in the Continuous Improvement Register.

Workflows

Student Wellbeing Support

Complaints Handling Process

Continuous Improvement Process

Student Conduct Management

Forms / Documents

Incident Report Form

Student Complaint Form

Student Support Record

Continuous Improvement Register

Student Code of Conduct