



Policy Number HR012

# ANTI RACISM POLICY

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## 1. Rationale

Ormond College is committed to creating and sustaining a community that is culturally safe, inclusive, respectful and free from racism. Racism, whether overt or subtle, individual or systemic, undermines dignity, wellbeing and belonging and is inconsistent with the College's values of Respect, Community, Learning, Diversity, Heritage and Integrity.

Racism can occur in behaviours, decisions, structures, systems and institutional norms. The College recognises that racism in Australia is connected to the history and ongoing impacts of colonisation, and that First Nations peoples experience disproportionate harms.

Ormond College is an affiliated college of the University of Melbourne. [The University's Anti Racism Commitment and Anti Racism Action Plan](#) acknowledge that the University was founded in a context of dispossession of Aboriginal peoples and influenced by policies such as the White Australia Policy, and that these histories have shaped who has had access to the University and whose knowledge has been valued. The College acknowledges these histories and their impact on our own community, and commits to supporting the aims of the University's Anti Racism Action Plan while also taking responsibility for College specific action.

This Policy outlines Ormond College's approach to preventing, identifying and addressing racism, and provides clarity on expectations for behaviour, responsibilities, reporting pathways and support.

## 2. Purpose

The purpose of this Policy is to articulate how Ormond College will uphold its commitment to a culturally safe, inclusive and respectful community by clearly outlining the standards, processes and supports that guide our anti-racism work. This Policy aims to:

- Define racism in its various forms, including but not limited to individual, interpersonal, structural and systemic racism
- Set clear standards of behaviour for all members of the College community
- Provide guidance on how concerns or complaints relating to racism can be raised and responded to
- Ensure that concerns are managed promptly, fairly, sensitively and with integrity
- Support a culturally safe and inclusive environment where all people can thrive
- Affirm Ormond College's commitment to anti racism, truth telling, equity and respect for First Nations peoples and culturally diverse communities



- Align Ormond College's anti racism work with the University of Melbourne's Anti Racism Action Plan, while recognising that the College is a separate institution with its own governance

### 3. Scope

This Policy applies to all members of the Ormond College community and to all individuals who engage with the College in any capacity. This includes, but is not limited to:

- All employees of Ormond College
- Students and residents
- Council members
- Volunteers and contractors, including external service providers such as cleaning, maintenance, advisory and other contracted services
- Visitors, guests and external partners who engage with or represent the College

This Policy applies in all contexts where individuals are acting in connection with Ormond College, including but not limited to:

- On College premises, including academic, residential and shared community spaces
- College-related events and activities, whether on-site or off-site
- Work-related activities undertaken on behalf of the College
- College-provided accommodation
- Online and digital environments, including social media, where interactions have a connection to the College or may impact members of the College community

### 4. Definitions

#### **Racism:**

Racism includes any behaviour, action, decision, policy or practice that results in unfair treatment, stereotyping, harassment or exclusion based on a person's:

- Race
- Colour
- Descent
- National or ethnic origin
- Cultural background
- Language
- Immigration status
- Indigenous identity

#### **Racism may be:**



- Direct: explicit unfavourable treatment based on race or ethnicity
- Indirect: rules or practices that appear neutral but disadvantage a particular racial or cultural group
- Interpersonal: behaviours such as racial slurs, stereotyping, mocking accents, exclusion or microaggressions
- Systemic or structural: institutional processes, policies or norms that create or maintain unequal outcomes

Racism can occur in person, online, and through social media platforms. **Racial Vilification**

Public acts that incite hatred, serious contempt, or severe ridicule based on race, ethnicity or origin.

### **Racial Harassment**

Unwelcome conduct that offends, humiliates, intimidates or demeans a person on the basis of race, culture or ethnicity.

### **Microaggressions**

Everyday comments or actions that communicate derogatory, dismissive or negative assumptions about someone's racial or cultural identity.

### **Cultural safety**

An environment where individuals feel respected and safe in expressing their cultural identity and are free from challenge, discrimination or denial of that identity.

## **5. Policy**

### **5.1 Zero Tolerance**

Ormond College will not tolerate racism in any form. Any person found to have engaged in racist behaviour, vilification or discriminatory decision making will be subject to disciplinary action, as proscribed in Section 9 of this policy, up to and including termination of employment.

### **5.2 Expectations of Behaviour**

All individuals covered by this Policy must:

- Treat others with dignity, fairness and kindness
- Recognise and respect cultural differences
- Avoid behaviours, language or decisions that are discriminatory or racist
- Not encourage or support racist conduct by others



- Report racism witnessed or experienced through appropriate channels
- Maintain confidentiality if involved in a complaint or investigation
- Participate in College provided training and education related to anti racism, cultural safety and diversity

### 5.3 Examples of Racial Misconduct

Racist conduct may include, but is not limited to:

- Racial slurs, nicknames or jokes
- Mocking or questioning a person's accent, name or cultural practices
- Spreading racist stereotypes
- Excluding a person from opportunities or activities due to race or ethnicity
- Racial profiling or biased assumptions in decision making
- Displaying racist symbols, images or online content
- Mimicking or appropriating cultural expressions in a derogatory manner
- Comments suggesting a person does not belong in Australia, at the University or at the College
- Dismissing or minimising someone's experience of racism
- Institutional practices that unfairly disadvantage a racial or cultural group

## 6. Standards of Behaviour

This Policy aligns with the behavioural standards expected under The Code of Conduct for Staff. All community members must:

- Actively contribute to a respectful and culturally safe environment
- Listen to and take seriously individuals who raise concerns about racism
- Consider the potential impact of their words and actions, beyond intention
- Engage constructively in education and reflection, especially when feedback is given
- Recognise power dynamics inherent in a diverse and multicultural community
- Act as an active bystander where it is safe to do so

## 7. Reporting Racism

Reports of racism may be made to:

- A Supervisor or Manager
- A Residential Staff Member



- A Member of the Executive
- The Head of People and Capability
- SAFE Coordinator
- University of Melbourne Safer Communities
- External authorities where legally required

All complaints will be managed in accordance with the relevant Complaints Procedure (Employee Grievance and Complaints Policy and Procedure, or OC SAFE procedures).

Reports may include:

- Attempts at amicable resolution where appropriate and only if safe and comfortable
- Formal complaint processes
- Mediation or restorative processes
- Investigation and disciplinary actions

Retaliation or victimisation against a person who makes a report, or who is a witness, will not be tolerated.

## 8. Support and Counselling

Individuals affected by racism will be provided with appropriate support, which may include:

- Employee Assistance Program (EAP) for staff
- OC SAFE support services for students
- Counselling and wellbeing resources
- Internal or external cultural safety advisors
- Referrals to Indigenous support services or culturally specific organisations

The College recognises that experiences of racism can be distressing and may impact mental health, wellbeing and academic or work performance.

## 9. Breach of the Policy

Any individual who breaches this Policy may face disciplinary action, including but not limited to:

- Formal warnings
- Required training or education
- Probation or sanctions
- Removal from residence



- Suspension or termination of employment
- Termination or non-renewal of contracts for third party providers

## 10. Responsibilities

### College Leadership:

- Model anti racist behaviour and decision making
- Ensure systems and structures are reviewed and, where needed, changed to remove bias
- Provide training, education and resourcing to support this Policy
- Monitor implementation and review effectiveness

### People and Capability Team

- Support investigations and resolution processes
- Provide advice and training on anti racism and related obligations
- Maintain relevant records and data (for example complaints, themes and outcomes)

### Staff

- Demonstrate anti racist practice in their work and interactions
- Address and or report racism they witness or become aware of
- Support students and colleagues appropriately

### Students and Residents

- Uphold the standards outlined in this Policy
- Engage respectfully and report concerns
- Contribute to a culturally safe community

## 11. Alignment with the University of Melbourne Anti Racism Action Plan

As an affiliated college of the University of Melbourne, Ormond College:

- Supports the University's Anti Racism Commitment and Anti Racism Action Plan
- Recognises that racism exists and is a problem that must be named and addressed
- Acknowledges that there must be a shared understanding of what racism is, and what it is not, in order to set expectations and consequences



- Affirms that diversity brings strength to both the University and the College, and that this diversity must be welcomed and respected
- Accepts that responses to racism must be visible, transparent and fair, so that students and staff have confidence to speak up

Ormond College will seek to align its own anti racism actions and reporting with the University's four pillars of action, while tailoring these to the particular context and needs of the College community. The College will also seek opportunities to contribute to University wide surveys, listening processes and initiatives, and to share relevant data and insights in a way that protects privacy and confidentiality.

### **Related Templates, Forms and Policies**

- HR027 Employee Discrimination, Bullying and Harassment and Sexual Harassment Policy
- OC SAFE Discrimination, Bullying and Victimisation Policy
- OC SAFE Sexual Harm Policy and Procedure
- HR017 Code of Conduct for Staff
- HR014 Diversity, Equity and Inclusion Policy
- OP005 Occupational Health and Safety Policy
- HR007 Employee Grievance & Complaints Policy and Procedure
- [The University's Anti Racism Commitment and Anti Racism Action Plan](#)