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Superseded Documents			
Review			
File Number		930768	
Associated Documents		Equity & Diversity Policy Statement	
Version	Authorisation	Approval Date	Effective Date
1.1	Authorised by Director Equity & Diversity	11 July 2005	11 July 2005

The University of New South Wales is committed to the goal of freedom from racial discrimination, harassment and vilification in its work and learning environment and to ensuring that individuals and groups are not disadvantaged because of their race (including colour, nationality, descent or ethnic or ethno-religious or national origin).

The University is required to ensure the absence of racial discrimination under the Commonwealth Racial Discrimination Act (1975) and the NSW Anti-discrimination Act (1977).

Racial Discrimination, harassment or vilification of students, staff or members of the general public will not be tolerated on University premises at any time.

The University has a responsibility to ensure that employees, including those working on campuses as external contractors, and students are made aware of what constitutes acceptable standards of behaviour within the University.

It also has a responsibility to deal with complaints sensitively and quickly: and to inform staff and students of their options for seeking redress.

Racial discrimination is often compounded by other forms of discrimination, for example, based on sex or disability and this policy acknowledges the importance of taking other forms of discrimination into account in programs aimed at eliminating racial discrimination, harassment and/or vilification in employment and education.

Racial Discrimination

Is behaviour which disadvantages people on the basis of their real (or supposed) race, colour, nationality, descent or ethnic or ethno-religious or national origin.

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.

The University, in its commitment to the goal of freedom from racial discrimination including direct and indirect racism, racial vilification and harassment in its organisation, structures, culture and values, curriculum and learning and working environment, will:

- continue to develop and implement policies and programs to counteract the causes and redress the effects of racism in the employment and educational context;
- recognise the rights of both students and staff to achieve their full potential in an environment which acknowledges the diverse nature of the University community;
- provide students and staff with a range of avenues of complaint and redress at all levels of its jurisdiction;
- ensure that all students and staff have a knowledge and understanding of their responsibilities in the implementation of this policy; and
- monitor the implementation of this policy.

All managers have a responsibility to implement this policy statement and all staff and students have an obligation to act in accordance with it.

Appendix A: History

Version	Authorised by	Approval Date	Effective Date	Sections modified
1.0	UNSW Council	11 September 1995	11 September 1995	
1.1	Director Equity & Diversity	11 July 2005	11 July 2005	2 nd paragraph: legislation amended 2 nd dot point under 'Racial Vilification' amended.