Anti-Racism and Cultural Safety Policy

Section 1 - Purpose

(1) In line with the Mission, Identity and Values of Australian Catholic University (ACU) which expresses a fundamental concern for the dignity of all human beings, this Policy seeks to facilitate an inclusive, safe, respectful and supportive working and learning environment with a clear statement of the ACU's expectations for preventing, identifying, responding to, and eliminating all conduct that may constitute all forms of racism, antisemitism, Islamophobia and other forms of racial hatred and racial prejudice at ACU.

(2) This Policy aims to ensure that all members of the University community experience a culturally safe, inclusive, and respectful environment.

Section 2 - Scope / Application

(3) This Policy and associated Anti-Racism and Cultural Safety Procedure apply to all members of the ACU Community as defined in the Anti-Racism and Cultural Safety Guideline.

(4) The policy applies to all ACU environments including, but not limited to:

a. physical campuses;
b. satellite centres;
c. physical facilities hired, leased or licensed for or on behalf of ACU;
d. ACU activities located in Australia or overseas;
e. gatherings, assemblies, protests and promotional materials; and
f. online spaces / online platforms controlled by or connected to ACU's activities.

(5) The Responsible Officer for the Policy may approve Guidelines or Local Protocols in accordance with the Delegations of Authority Policy and Register and the Policy Development and Review Policy to:

a. provide advice on best practice and include additional detail or further context related to the Policy and Procedure; and
b. record decisions, processes or workflows that apply only to a specific Campus or Organisational Unit, as required.

(6) In managing any grievance, complaint or allegation made under this Policy, the relevant Authorised Officer may dismiss any such grievance, complaint or allegation as vexatious or made without reasonable cause (as defined in the Anti-Racism and Cultural Safety Guideline) provided that the grievance, allegation or complaint is managed in accordance with the relevant Procedure governing the authority and actions of the Authorised Officer.

Section 3 - Section 3 – Policy Statement and Principles

Policy Statement

(7) ACU rejects all forms of racism including antisemitism, Islamophobia and racism against Aboriginal and Torres Strait Islander People.

(8) In alignment with the principle of Catholic Social Teaching that every human being is equal in the sight of God, discrimination on the basis of nationality, race, or religion is incompatible with ACU's Mission and is unacceptable. Such discrimination harms the common good, weakens the fabric of society and fosters insecurity and intolerance.

(9) All members of the ACU Community have the right to a safe environment and to be treated with dignity and respect. No member of the ACU Community should experience racism (including racism against Aboriginal and Torres Strait Islander People), antisemitism, or Islamophobia in any ACU environment, whether on campus, online, or in connection with university activities.

Principles / Commitments

(10) Inspired by Catholic Social Teaching, ACU is committed to ensuring culturally safe environments which:

a. Affirm the inherent dignity of every person, and uphold justice, equity, and the common good;
b. Recognise and respect Aboriginal and Torres Strait Islander people as the First Peoples, including their relationships with land, culture, and community;
c. Embraces the diversity of staff and students, including their cultural, linguistic, and religious backgrounds;
d. Ensure that teaching, research, and all University activities are culturally safe, respectful, and inclusive of diverse perspectives, especially Aboriginal and Torres Strait Islander knowledges and experiences; and
e. Challenge prejudiced attitudes and ensures appropriate action is taken to address racist behaviours and systems that deny equitable access to opportunity.

(11) This Policy will be supported by the associated Anti-Racism and Cultural Safety Procedure, the Anti-Racism and Cultural Safety Guideline and relevant training. To the extent possible, and where relevant, the Policy, Procedure, Guideline and training are informed and supported by The National Anti-Racism Framework: A roadmap to eliminating racism in Australia (November 2024).

(12) This Policy and the associated Anti-Racism and Cultural Safety Procedure and Anti-Racism and Cultural Safety Guideline are subject to Statute 13 - Freedom of Speech, Intellectual Freedom and Academic Freedom. The rights and freedoms outlined in Statute 13 - Freedom of Speech, Intellectual Freedom and Academic Freedom must be exercised within the limits imposed by law, such as those which prohibit the expression of views that defame, harass, intimidate, discriminate against or vilify others.

Section 4 - Definitions, Terms and Key Concepts

(13) Unless otherwise stated, definitions, terms and key concepts used in this Policy, the associated Anti-Racism and Cultural Safety Procedure and any Guideline and Local Protocol are defined in the Anti-Racism and Cultural Safety Guideline.

Section 5 - Review

(14) In accordance with the Policy Development and Review Policy, this Policy is scheduled for review every five years. Unless otherwise indicated, this Policy will apply beyond the review date.

Section 6 - Further Assistance

(15) Questions related to this Policy should be directed to the Responsible Manager (refer to the Status and Details Tab).

(16) Any staff member who requires assistance in understanding this Policy should first consult their nominated supervisor who is responsible for the implementation and operation of the Policy Statement and Principles in their Organisational Unit. Should further information or advice be required, staff should visit Service Central.

Section 7 - Roles and Responsibilities

(17) The associated Anti-Racism and Cultural Safety Procedure establishes roles and responsibilities relating to the implementation, oversight and accountability for anti-racism and cultural safety at ACU consistent with this Policy.

This policy document may be varied, withdrawn or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. It is the responsibility of staff printing this document to always refer to the ACU Policy Portal for the latest version.

Status and Details

Status	Current
Effective Date	20th March 2026
Review Date	20th March 2031
Approval Authority	Vice-Chancellor and President
Approval Date	20th March 2026
Expiry Date	Not Applicable
Responsible Executive	Tania Broadley Deputy Vice-Chancellor (Education)
Responsible Manager	Kelly Humphrey Pro Vice-Chancellor (Indigenous)
Enquiries Contact	Office of the Deputy Vice-Chancellor (Education)

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