

## Vilification and Antisemitism Prevention Policy

*(Staff and Students)*

The purpose of this policy is to ensure that RETS provides a safe, respectful, and inclusive learning and working environment free from vilification, discrimination, harassment, and antisemitism.

The RTO values diversity and is committed to preventing discrimination, harassment, bullying, vilification, racism, antisemitism, Islamophobia, and other forms of intolerance or prejudice.

RETS is committed to fostering an environment where all staff, students and visitors are treated with dignity and respect regardless of their race, religion, ethnicity, cultural background, nationality, or belief.

This policy establishes clear expectations for behaviour and outlines procedures for preventing, reporting, and responding to vilification and antisemitism.

This policy applies to:

- All students
- All staff members
- Trainers and assessors
- Contractors and consultants
- Visitors participating in training or RETS activities

The policy applies to conduct occurring:

- On RETS premises
- During any training
- During online learning
- At RETS events
- On social media where conduct impacts the RETS community

### Policy Statement

The RTO has zero tolerance for vilification, antisemitism, discrimination, or harassment.

All members of the RETS community must:

- Treat others with respect and dignity

- Refrain from conduct that may offend, intimidate, or humiliate others
- Promote an inclusive learning and working environment
- Report incidents of inappropriate behaviour

Breaches of this policy may result in disciplinary action.

## **Definitions**

### **Vilification**

Vilification refers to public behaviour that incites hatred, serious contempt, or severe ridicule against a person or group based on race, religion, ethnicity, nationality, or other protected attributes.

Vilification can occur through:

- Speech
- Written materials
- Online posts
- Gestures or symbols
- Images or recordings

### **Antisemitism**

Antisemitism refers to prejudice, hostility, discrimination, or hatred directed toward Jewish people, Judaism, or Jewish institutions.

Examples may include:

- Offensive stereotypes about Jewish people
- Holocaust denial or distortion
- Targeting Jewish individuals or organisations
- Display or promotion of antisemitic symbols or language

### **Harassment**

Harassment is unwelcome conduct that intimidates, humiliates, or offends a person, creating an unsafe learning or work environment.

### **Diversity**

Diversity refers to the range of differences among people, including but not limited to:

- Cultural and ethnic background
- Religion or belief
- Language
- Gender and gender identity
- Age
- Disability
- Sexual orientation
- Socio-economic background

## **Inclusion**

Inclusion means creating an environment where all individuals feel welcomed, respected, supported, and able to participate fully in learning and work.

## **Discrimination**

Discrimination occurs when a person is treated unfairly or disadvantaged because of a protected attribute such as:

- Race
- Religion
- Ethnicity
- Gender
- Disability
- Age
- Sexual orientation
- Pregnancy or family responsibilities

## **Harassment**

Harassment is unwelcome behaviour that intimidates, humiliates, or offends a person.

## **Racism**

Racism involves prejudice, discrimination, or hostility directed toward individuals or groups based on race, colour, ethnicity, or national origin.

## **Islamophobia**

Islamophobia refers to prejudice, hostility, or discrimination against Muslim people, Islamic beliefs, or cultural practices associated with Islam.

## **Prohibited Conduct**

The following behaviour is prohibited:

1. Making derogatory comments about a person's religion, ethnicity, or cultural background.
2. Promoting or sharing antisemitic content, symbols, or conspiracy theories.
  - Inciting hatred or hostility toward individuals or groups.
  - Harassing, threatening, or intimidating behaviour.
  - Distribution of offensive material online or in person.
  - Graffiti, vandalism, or symbolic displays targeting religious or ethnic groups.

This applies to in-person behaviour, digital platforms, and social media associated with RETS.

## **Responsibilities**

### **Management**

Management must:

- Promote a safe and inclusive environment
- Ensure staff and students understand this policy
- Respond promptly to complaints
- Take appropriate disciplinary action where necessary

### **Staff**

Staff must:

- Model respectful behaviour
- Address inappropriate behaviour in the classroom
- Report incidents promptly
- Support affected students or colleagues

### **Students**

Students must:

- Treat peers and staff with respect
- Refrain from discriminatory or offensive conduct
- Report incidents if they witness or experience them

## Reporting Incidents

Any staff member or student who experiences or witnesses vilification or antisemitism should report the incident as soon as possible.

Reports may be made to:

- A trainer or assessor
- Student services
- The CEO

Reports can be made verbally or in writing.

Where appropriate, complaints may also be referred to external bodies such as state anti-discrimination authorities.

## Investigation Process

Upon receiving a complaint, RETS will feed into their complaints process.

All investigations will be conducted **impartially and confidentially** where possible.

## Disciplinary Action

If a breach of this policy is substantiated, disciplinary action may include:

### For Students

- Formal warning
- Behavioural agreement
- Suspension from training
- Cancellation of enrolment

### For Staff

- Formal warning
- Mandatory training
- Disciplinary action under HR policies
- Termination of employment in serious cases

## Support for Affected Individuals

RETS will provide support to individuals affected by vilification or antisemitism.

Support may include:

- Access to student support services
- Adjustments to learning arrangements
- Referral to external support organisations where appropriate

**Please read in conjunction with the RETS Code of Respect**