

 BOND UNIVERSITY	ANTI-DISCRIMINATION POLICY
Policy Owner	Vice President Operations
Contact Officer	Chief People Officer (staffing matters) University Registrar (student matters)
Endorsement Authority	Vice Chancellor
Date of Next Review	March 2027

1. PURPOSE AND OBJECTIVES

This confirms Bond University's commitment to providing a learning and working environment that is free from [Discrimination](#) and [Racism](#). Bond University is committed to the principles of equal opportunity and to freedom from all forms of discrimination for all staff and students.

Bond University acknowledges the particular significance of Indigenous Australians as the original owners of this land and recognises its responsibility, as an educational institution, to take proactive steps to redress disadvantage and to promote and encourage Indigenous culture and knowledges.

2. AUDIENCE AND APPLICATION

This Policy applies to all current and prospective BU staff and students, and any individuals engaged in the activities of the University.

3. ROLES AND RESPONSIBILITIES

Role	Responsibility
University Leaders	<ul style="list-style-type: none"> ▪ Responsible for raising awareness and implementing preventative, responsive and relevant strategies to promote cultural, linguistic and religious diversity, and to reject all forms of discrimination including racism in all aspects of the learning and working environment. ▪ Investigate Complaints of Discrimination including Racism.
Managers and Academic Staff	<ul style="list-style-type: none"> ▪ Ensuring that their learning and/or work environments are culturally inclusive and free from Discrimination and Racism. ▪ Taking appropriate action if they observe or receive a report of Discrimination including Racism.

4. POLICY STATEMENT

4.1. Principles

BU is committed to preventing Racism and unlawful Discrimination of people based on [Protected Attributes](#) such as, but not limited to race, age, [gender identity](#) and expression, [sex characteristics](#), religious belief, or disability.

The University is committed to providing and supporting a learning and work environment that:

- a. acknowledges and respects Indigenous Australians as the traditional owners and custodians of this land.
- b. is inclusive of staff and students from different races, backgrounds, cultures, histories, and beliefs.
- c. recognises and embraces the value and benefits of cultural diversity.
- d. actively works to combat discriminatory policies, practices, culture, and ideas.
- e. is free from Racism and unlawful Discrimination.

The University will promote anti-discrimination, anti-racism, cultural awareness, cross-cultural competence, and appropriate conduct for staff and students through its policies and strategies, information resources, recruitment processes, induction/orientation activities, training programs and support services.

The University will deliver curriculum content, teaching methodologies and student experiences that are culturally safe, respectful, and inclusive of diverse perspectives, including Indigenous Australian knowledges and experiences.

The University will encourage research and community service activities that raise awareness of and promote cultural diversity and inclusiveness.

4.2. Responsibilities

Managers and academic staff are accountable for:

- a. ensuring that their learning and/or work environments are culturally inclusive and free from Discrimination, Racism, Victimisation and Vilification.
- b. supporting and encouraging students and staff to develop cross-cultural competence through appropriate development opportunities and resources.
- c. monitoring and ensuring that appropriate conduct and practices are modelled and observed at all times in their learning and/or work environments.
- d. taking appropriate action if they observe or receive a report of Discrimination or Racism.
- e. investigating allegations of Discrimination including Racism and taking action to resolve the matter.

All members of the University community have a responsibility to uphold and act in accordance with principles promoting anti-discrimination, anti-racism, cultural diversity and inclusiveness, including identifying and bringing attention to instances of Discrimination, Racism, Victimisation and Vilification:

- a. Staff have responsibilities for their personal and professional conduct as stated by the [Code of Conduct](#).
- b. Students have responsibilities to meet University expectations for their conduct as stated in the [Student Charter](#) and in the [Student Code of Conduct](#).

4.3. Reporting and Complaints

Staff and students who experience Discrimination, Racism, Victimisation or Vilification are encouraged to report it and seek assistance, in accordance with the [Student Grievance Management Policy](#), [Professional Staff Grievance Policy](#) or [Academic Staff Dispute Resolution Policy](#).

Managers and academic staff handling equity-related Complaints should consult the Chief People Officer for advice and assistance on legislation and policy requirements.

Students with equity-related concerns should consult the University Registrar for advice and assistance on legislation and University policy.

4.4. Breaches of this Policy

Discrimination or Racism may constitute misconduct or serious misconduct and lead to disciplinary action under the [Professional Staff Workplace Investigation Policy](#), [Academic Staff Workplace Investigation Policy](#) or [Student Complaints and Feedback Procedure](#).

If a Complaint involves evidence of criminal conduct, the University may refer the matter to the police or an appropriate agency.

5. DEFINITIONS, TERMS, ACRONYMS

Complaint	An expression of dissatisfaction with a decision, action or lack of these by BU, or the behaviour of a student or staff member where a formal response or resolution is explicitly or implicitly expected.
Discrimination	Discrimination on the basis of a Protected Attribute happens if a person treats, or proposes to treat, a person with an Attribute less favourably than another person without the Attribute is or would be treated in circumstances that are the same or not materially different.
Gender Identity	a) is the person's internal and individual experience of gender, whether or not it corresponds with the sex assigned to the person at birth; and b) without limiting paragraph a), includes: i. the person's personal sense of the body; and ii. (if freely chosen - modification of the person's bodily appearance or functions by medical, surgical or other means; and iii. other expressions of the person's gender, including name, dress, speech and behaviour.
Inclusive Practices	Practices that anticipate and accommodate the needs of a diversity of people, minimising the need for adjustments to respond to individual needs, while maintaining quality and other standards.
Protected Attributes	One of the attributes contained within the <i>Anti-Discrimination Act, Queensland (1991)</i> and the <i>Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013</i> : <ul style="list-style-type: none">▪ sex▪ relationship status▪ pregnancy▪ parental status

	<ul style="list-style-type: none"> ▪ breastfeeding ▪ age ▪ race ▪ impairment ▪ religious belief or religious activity ▪ political belief or activity ▪ trade union activity ▪ lawful sexual activity ▪ gender identity and sex characteristics ▪ sexuality ▪ family responsibilities ▪ sexual orientation ▪ intersex status ▪ association with, or relation to, a person identified on the basis of any of the above attributes.
Racism	Refers to <i>"the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is more than just prejudice in thought or action. It occurs when this prejudice – whether individual or institutional – is accompanied by the power to discriminate against, oppress or limit the rights of others."</i> (Australian Human Rights Commission ¹).
Sex Characteristics	Means the person's physical features and development related to the person's sex, and includes: <ul style="list-style-type: none"> a) genitalia, gonads and other sexual and reproductive parts of the person's anatomy; and b) the person's chromosomes, genes and hormones that are related to the person's sex; and c) the person's secondary physical features emerging as a result of puberty.

6. RELATED DOCUMENTS

[Accessibility and Inclusion Policy \(SS 5.8.6\)](#)
[Academic Staff Dispute Resolution Policy \(HR 2.10.2\)](#)
[Academic Staff Workplace Investigation Policy \(HR 2.8.8\)](#)
[Admissions Policy \(SS 5.4.1\)](#)
[Bond University High Performance Training Centre Utilisation Policy \(FAC 8.3.3\)](#)
[Bond University Sports Centre Policy \(FAC 8.3.2\)](#)
[Bullying and Harassment Policy \(GOV 1.8.2\)](#)
[Campus Management Policy \(FAC 8.3.4\)](#)
[Code of Conduct Policy \(HR 2.8.4\) \(Staff\)](#)
[Equal Employment Opportunity Policy \(GOV 1.8.3\)](#)
[Freedom of Speech and Academic Freedom Policy \(GOV 1.1.1\)](#)
[Professional Staff Dismissal Policy \(HR 2.8.6\)](#)
[Professional Staff Grievance Policy \(HR 2.10.1\)](#)
[Professional Staff Workplace Investigation Policy \(HR 2.8.5\)](#)
[Recruitment and Selection Policy \(HR 2.4.1\)](#)
[Social Media Policy \(INF 6.1.1\)](#)
[Student Code of Conduct Policy \(SS 5.2.1\)](#)
[Student Grievance Management Policy \(SS 5.8.1\)](#)
[Student Wellbeing and Safety Policy \(SS 5.8.4\)](#)
[Welfare Arrangements for Students Under the age of 18 Policy \(SS 5.8.5\)](#)
[Whistleblower and Public Interest Disclosure Policy \(HR 2.8.3\)](#)

7. MODIFICATION HISTORY

Date	Sections	Source	Details
23 May 2024	5. Definitions	CPO	V1.1: add definitions for gender identity and sex characteristics as per change to Anti-discrimination Act.
6 March 2024			Date First Approved

APPROVAL AUTHORITY: Vice Chancellor

¹ [What is Racism? Australian Human Rights Commission](#)