Anti-Racism Policy

Section 1 - Preamble

(1) Charles Darwin University ('the University', 'CDU') celebrates the cultural and linguistic diversity of all employees, students, and the communities we work in. We know that the University benefits from this diversity of experience and thought in many invaluable ways, both culturally, operationally, through our learning and research activities and our community engagement.

(2) The University has no tolerance for racism or racist behaviour and commits being a community that is confident in both effectively addressing racism and taking a proactive approach to preventing it.

(3) CDU is committed to being the most recognised university for Australian First Nations training, education and research. We acknowledge that Australian First Nations Peoples continue to face significant racism both at the individual and institutional level.

(4) This commitment is in accordance with the Anti-Discrimination Act 1992 (NT) and the Racial Discrimination Act 1975 (Commonwealth).

Section 2 - Purpose

(5) This policy commits the University to the elimination of all forms of racism and racial discrimination and the ongoing education of students and employees to achieve this.

(6) This policy should be read in conjunction with the Equity, Diversity and Inclusion Policy, the Bullying, Harassment and Discrimination Policy, the Code of Conduct - Students, and the Code of Conduct - Employees.

Section 3 - Scope

(7) This policy applies to all members of the CDU community including, but not limited to employees, students, board members, volunteers, contractors and consultants. It applies to all University activities including those on campus, online, in workplaces or in the field.

Section 4 - Policy

(8) All members of the University community are responsible for creating and sustaining an inclusive culture in which all employees, students and visitors feel safe. We understand that being actively anti-racist requires a collective commitment to act.

(9) CDU will consciously structure our university and activities to educate, eliminate racism and better reflect our values.

(10) CDU will ensure internal systems, policies, processes and practices are inclusive and equitable.

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(11) CDU will actively lead in affecting change and will invite discussion, challenge, and constructive criticism to create a more inclusive community. We will act with kindness and integrity and communicate and listen openly and respectfully.

(12) Employees and students of the University will recognise our limitations and strive to understand each other's differences. We will actively listen to those with lived experience of racism, to better understand how, individually and collectively, we can be effective anti-racism activists.

(13) The CDU community will support each other with kindness, respect and honesty, as we grow. We will have the courage to learn from our past, and to hold ourselves, and each other, accountable into the future. We commit to being actively anti-racist and to:

a. maintain a zero-tolerance approach to racism (including antisemitism) across CDU;
b. listen to and amplify the voices of First Nations employees and students;
c. promote secure reporting mechanisms;
d. develop the University's collection of Equity, Diversity and Inclusion (EDI) metrics, with a view to use the data to inform efforts, establish and achieve EDI outcomes;
e. develop ongoing anti-racism programs and initiatives;
f. actively attract, recruit, engage and retain employees from under-represented equity cohorts;
g. create and embed mandatory cultural competence training and anti-racism training for all leaders and managers to enable a safe and supportive culture defined by our values in action;
h. provide a work and study environment that is culturally inclusive and free from racial discrimination; and
i. transform curricula and teaching practices to integrate diverse perspectives and voices.

Section 5 - Non-Compliance

(14) Non-compliance with Governance Documents is considered a breach of the Code of Conduct - Employees or the Code of Conduct – Students, as applicable, and is treated seriously by the University. Reports of concerns about non-compliance will be managed in accordance with the applicable disciplinary procedures outlined in the Charles Darwin University and Union Enterprise Agreement 2025 and the Code of Conduct – Students.

(15) Complaints may be raised in accordance with the Complaints and Grievance Policy and Procedure - Employees and Complaints Policy - Students.

(16) All employees have an individual responsibility to raise any suspicion, allegation or report of fraud or corruption in accordance with the Fraud and Corruption Control Policy and Whistleblower Reporting (Improper Conduct) Procedure.

Status and Details

Status	Current
Effective Date	16th February 2026
Review Date	24th June 2027
Approval Authority	Vice-President Governance and University Secretary
Approval Date	13th February 2026
Expiry Date	Not Applicable
Responsible Executive	Peta Preo Director People and Culture
Implementation Officer	Lynette Pathy Equity, Diversity and Inclusion Consultant
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Glossary Terms and Definitions

"Anti" - Opposed to; against.

"Racism" - The belief that human races have distinctive characteristics which determine their respective cultures, usually involving the idea that one's own race is superior and has the right to rule or dominate others. Offensive or aggressive behaviour to members of another race stemming from such a belief. A policy or system of government based on it.

"Antisemitism" - Antisemitism is discrimination, prejudice, harassment, exclusion, vilification, intimidation or violence that impedes Jews' ability to participate as equals in educational, political, religious, cultural, economic or social life. It can manifest in a range of ways including negative, dehumanising, or stereotypical narratives about Jews. Further, it includes hate speech, epithets, caricatures, stereotypes, tropes, Holocaust denial, and antisemitic symbols. Targeting Jews based on their Jewish identities alone is discriminatory and antisemitic. Criticism of the policies and practices of the Israeli government or state is not in and of itself antisemitic. However, criticism of Israel can be antisemitic when it is grounded in harmful tropes, stereotypes or assumptions and when it calls for the elimination of the State of Israel or all Jews or when it holds Jewish individuals or communities responsible for Israel's actions. It can be antisemitic to make assumptions about what Jewish individuals think based only on the fact that they are Jewish. All peoples, including Jews, have the right to self-determination. For most, but not all Jewish Australians, Zionism is a core part of their Jewish identity. Substituting the word "Zionist'' for ''Jew'' does not eliminate the possibility of speech being antisemitic.

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