

# Code of Conduct Policy & Procedure: Vilification, Including Antisemitism



## 1. PURPOSE

This policy establishes clear behavioural expectations to ensure a safe, respectful, and inclusive environment free from vilification, racism, hate speech, and antisemitism.

## 2. SCOPE

This policy applies to all staff, students, contractors, partners, and visitors across all learning environments, including online platforms.

## 3. DEFINITIONS

Vilification refers to public acts inciting hatred or contempt based on protected attributes. Antisemitism refers to discrimination, harassment, or hate directed toward Jewish individuals or communities.

## 4. POLICY STATEMENT

AABT College has zero tolerance for vilification, racism, antisemitism, hate speech, or extremist symbols. Behaviour must align with respect, dignity, and inclusion.

This commitment includes preventing and responding to antisemitism and any other forms of religious intolerance. AABT College does not tolerate antisemitic behaviour, hate speech, harassment, or discrimination toward individuals or groups based on Jewish identity, culture, or religion.

## 5. EXPECTED STANDARDS OF BEHAVIOUR

All individuals must treat others respectfully, avoid hate speech, and refrain from displaying extremist or hateful symbols.

## 6. REPORTING PROCEDURES

Reports may be made to management, HR, student support, or via anonymous channels. All reports are investigated promptly.

## 7. SUPPORT FOR AFFECTED PERSONS

Support includes wellbeing services, referral pathways, and access to a support person during any proceedings.

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## **8. TRAINING & EDUCATION**

AABT College provides induction and refresher training on antisemitism, vilification, and inclusive behaviour.

Staff must promote respectful engagement across all cultural and religious groups. Any incidents involving racism, antisemitism, Islamophobia, or other forms of religious discrimination must be reported and managed in accordance with the Complaints and Appeals Policy

## **9. BREACHES OF POLICY**

Breaches may lead to warnings, suspension, termination, or external reporting depending on severity.

## **10. GOVERNANCE & REVIEW**

The policy is reviewed annually or when legislation or national guidance changes.

## **11. RELATED DOCUMENTS**

Complaints Policy, Code of Conduct, WHS Policies, Student support and wellbeing.