



Nepean Community College

**Vilification, Including Antisemitism: Policy and
Procedure**

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Purpose

This policy sets out Nepean Community College's commitment to providing a learning and working environment that is safe, respectful, inclusive, and free from vilification, including antisemitism and all forms of racial, religious, or cultural hatred. It ensures staff understand their responsibilities under NSW and Commonwealth legislation and outlines clear procedures for responding to incidents.

Scope

This policy applies to:

All staff (permanent, casual, contractors, trainers, volunteers)

All students and program participants

Visitors, partners, and community collaborators

All College venues, outreach sites, digital platforms, and online learning environments

Definitions

Vilification: - Public acts that incite hatred, serious contempt, or severe ridicule towards a person or group based on:

- Race
- Ethno-religious origin
- Religion
- Sexual orientation
- Gender identity
- HIV/AIDS status

Under NSW law, racial and ethno-religious vilification is unlawful, and serious vilification (involving threats or incitement to violence) is a criminal offence.

Antisemitism: - Hostility, prejudice, or discrimination against Jewish people, culture, identity, or institutions. This includes:

- Stereotyping or demeaning Jewish people
- Denying or trivialising the Holocaust
- Using antisemitic slurs, symbols, or conspiracy theories
- Targeting Jewish students, staff, or community members
- Harassment or exclusion based on Jewish identity or perceived identity

Legislative Framework

Staff must understand that the College operates under:

- Anti-Discrimination Act 1977 (NSW)
- Racial Discrimination Act 1975 (Cth)
- Crimes Act 1900 (NSW) – serious vilification
- Work Health and Safety Act 2011 (NSW) – psychological safety
- Standards for RTOs 2025 – safe, inclusive learning environments

Compliance is not optional or “for the compliance team to worry about.” It is a shared duty of care and a condition of employment.

Policy Statement

Nepean Community College:

- Does not tolerate vilification, antisemitism, racism, or hate speech in any form
- Commits to early intervention, trauma-informed practice, and culturally safe communication
- Ensures all staff understand their legal obligations
- Responds to incidents promptly, respectfully, and consistently
- Protects the dignity, privacy, and safety of affected individuals
- Takes disciplinary action where required

Staff Responsibilities

All staff must:

Prevent

- Model respectful, inclusive behaviour
- Challenge inappropriate comments or stereotypes
- Avoid language, humour, or materials that could cause harm
- Create culturally safe learning environments

Respond

- Intervene early when witnessing vilification or antisemitism
- Prioritise safety and de-escalation
- Report incidents according to procedure
- Support affected individuals with sensitivity and confidentiality

Know the Law

- Staff must understand that vilification is unlawful and that the College has a legal duty to act. Ignorance of legislation is not a defence.

Procedure for Responding to Vilification or Antisemitism

Step 1: Ensure Immediate Safety

- Stop the behaviour if safe to do so
- Separate individuals if needed
- Use calm, neutral, trauma-informed communication
- If violence or threats occur, contact emergency services

Step 2: Support the Affected Person

- Listen without judgement
- Validate their experience
- Avoid minimising or debating the incident
- Offer a private space and a support person
- Explain the next steps clearly

Step 3: Document the Incident

Record:

- What occurred (facts only)
- Who was involved
- Witnesses
- Location, date, time
- Immediate actions taken
- Use the College's Incident Report Form.

Step 4: Notify the Appropriate Staff

Report to:

- Trainer (if in class)
- Office Manager
- RTO Compliance & VET Manager
- CEO (for serious matters)
- Serious vilification or threats must be escalated immediately.

Step 5: Investigation

The College will:

- Conduct a fair, confidential investigation
- Interview relevant parties
- Review evidence
- Apply procedural fairness
- Determine appropriate outcomes

Step 6: Outcomes

Depending on severity, outcomes may include:

- Mediation or restorative conversation (if appropriate)
- Formal warning
- Removal from class
- Suspension or cancellation of enrolment
- Staff disciplinary action
- Referral to NSW Police (for serious vilification)

Step 7: Follow-Up

- Check in with the affected person
- Review class or workplace dynamics
- Implement additional supports if needed
- Update training or procedures if gaps are identified

Confidentiality

All reports are handled sensitively. Information is shared only with those who need to know to

ensure safety and compliance.

Training and Awareness

The College will provide:

- Annual staff training on anti-vilification laws
- Cultural safety and trauma-informed practice training
- Guidance on recognising antisemitism and other forms of hate
- Clear communication of expectations in induction and refresher sessions

Continuous Improvement

The College will:

- Review this policy every two years
- Analyse incident trends
- Update training and procedures
- Consult with community partners where appropriate

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