

Frequently Asked Questions: Draft Anti-Racism and Anti-Religious Vilification Policy

1. Why is the policy being updated?

UNSW is updating the policy so that it remains clear, current and aligned with the amended *Higher Education Standards Framework* that comes into force from 1 January 2027. The review also supports UNSW's ongoing commitment to preventing and responding to racism, discrimination and vilification.

2. What has changed?

The amendments include the addition of definitions relating to racism and anti-racism, antisemitism, Islamophobia and racism towards Aboriginal and Torres Strait Islander peoples as required by the Standards that will come into force from 1 January 2027. The draft also clarifies how the policy operates and connects with relevant responsibilities and processes.

3. Where did the definitions come from?

The policy brings together established UNSW and sector definitions. The existing racism definition was developed through UNSW's original co-design process. Definitions relating to antisemitism, Islamophobia and racism towards Aboriginal and Torres Strait Islander peoples were developed through Universities Australia working groups. UNSW representatives participated in these sector processes which involved relevant expertise, communities and specialist advisers.

4. Has UNSW decided to use these definitions?

Yes. Following consideration of the sector work, effectiveness of existing policy and the revised regulatory requirements, it has been agreed that UNSW will in the first instance use these definitions within the University's policy framework.

5. What feedback is the University seeking?

UNSW welcomes feedback on the clarity and accessibility of the policy, the proposed scope and responsibilities, how the definitions sit within the policy, how it may work in practice, implementation considerations and risk of unintended consequences.

6. Is this the only opportunity to engage on anti-racism at UNSW?

No. This policy consultation is one part of a broader program of work. There will be further opportunities for staff, students and community members to contribute to anti-racism initiatives, education, capability building, implementation and action planning across UNSW.

7. How does this relate to the Higher Education Standards Framework?

The amended *Higher Education Standards Framework* requires universities to have definitions of racism and specific forms of racism relevant to their operations, including racism towards Aboriginal and Torres Strait Islander peoples, antisemitism and Islamophobia. These requirements apply to Australian universities from 1 January 2027.

8. Does the policy replace broader anti-racism work?

No. The policy establishes expectations and responsibilities, but it is only one part of UNSW's broader approach. Ongoing work will include engagement, education, implementation activity and action planning to strengthen anti-racism, cultural safety and inclusion.

9. What happens after consultation closes?

Submissions will be reviewed and considered before the policy progresses through UNSW governance and approval pathways. Changes may be made in response to feedback.

Document notes

The draft Anti-Racism and Anti-Religious Vilification Policy has been published for consultation from 12 October to COB 27 October 2026. Feedback can be submitted by visiting [Drafts for Consultation](#). If preferred, you may submit [anonymous feedback](#).