



Response to the ANU BIPOC Department's Racism Report 2025 March 2026

Racism has no place at ANU, and we are committed to a safe, respectful and inclusive community for everyone. Our response is grounded in this commitment. We recognise that racism – whether overt or systemic – undermines the safety, wellbeing, and educational experience of students and staff within our community.

We acknowledge the concern and harm that incidents outlined in the report, like the placement of racist stickers, cause to our community and we will continue to respond to these incidents in a trauma-informed and person-centred manner.

We would like to start this response by acknowledging the courage of those students who shared their experiences and participated in the 2025 BIPOC Department's Racism survey, and thank them and the BIPOC Department for compiling the report and continuing to raise awareness of this issue.

In the last 24 months, ANU has undertaken a number of actions to combat racism on campus, including

- Launch of two anti-racism poster campaigns within ANU residences. All posters were developed by the Inclusive and Respectful Communities' Peer Educators, including those who identify as part of the BIPOC community
- Bystander intervention activities including training, bystander bytes and posters providing examples of racist microaggression and how the Bystander intervention framework can support the community to safely intervene.
- Understanding the impacts of racism – “4 Is of Oppression” framework developed – outlining how racism can be perpetrated across all spectrums from ideology to institutional racism. The framework was included in education workshops about harmful behaviours and shared on posters and electronic screens throughout campus.
- Inclusion of anti-racism education content in the University's Bystander Intervention Training (in-person) as part of
 - Compulsory training for Senior Residential Leaders (semester 1 and 2)
 - Responding to Harmful Behaviours training for staff
- Inclusion of information on racism in the Rights, Relationships and Respect at Work module
 - Mandatory as part of new staff induction (from August 2025)
- Expansion of the harmful behaviours disclosure form ([Harmful behaviours disclosure | Services](#)) to include the capacity to make disclosures of racism (including options to disclose incidents of antisemitism and islamophobia)
- Continued to resource dedicated response support for students (Student Safety and Wellbeing Case Managers) and staff (Staff Respect Consultant).
- Piloted a new online training “Enhancing RRR: Understanding and Responding to Racism”. The pilot was developed by IARC Peer Educators and is being undertaken by staff in the Residential Experience Division. It will be part of the training for 2026 for Senior Residential Mentors and other students in leadership.

In 2025, ANU opted to participate in the Australian Human Rights Commission's (AHRC) Racism@Uni Survey. Community engagement with the survey was strong with a response rate of 10.5%, placing ANU as number 3 out of the 42 participating universities for participation. The survey received over 76,000 responses across the sector.

The survey results were released by the AHRC in February 2026. Since its release, the University has stood up, under the leadership of the Deputy Vice Chancellor Education, a

working group of academics and practitioners to take a sector-wide, multidimensional and evidenced approach to how we can continue to facilitate the understanding of a range of harmful behaviours, including those on the bases of race, religion and ethnicity.

The University is also in the process of updating its website www.anu.edu.au/about/strategic-planning/respectanu with any updates on actions being taken to further create a safe and inclusive campus.

We reaffirm our support for diversity of our community, including those who identify with diverse cultural, linguistic, ethnic, and religious backgrounds. We are committed to continue to work with our students, including the BIPOC Department and ANUSA, to further develop and enhance our anti-racism efforts.

2025 BIPOC Department's Racism Report recommendations

General recommendations

Report recommendation	ANU response
<p>Zero tolerance policy for perpetrators of discriminatory behaviours, across all residential halls.</p> <p>Consequences for racist behaviour should be made clear and transparent.</p> <p>Perpetrators removed from one residence should not be accepted into another</p>	<p>The University has zero tolerance for incidents of harm including discrimination on the basis of race, religion, language or cultural and ethnic backgrounds. A zero-tolerance approach means the University will treat any reports of discrimination seriously and, where necessary, investigate the matter under the relevant University processes, it also means that a trauma-informed response and support will be offered to the person who has experienced the harm.</p> <p>There are processes in place to ensure that residents who are reported for discriminatory behaviours and racism are carefully assessed using a trauma-informed approach for their continued eligibility in any residence. The University investigates resident behaviour, with proportionate sanctions, including removal from all residences.</p>
<p>Diversity and Inclusion teams should review and amend data collection practices to ensure accurate representation of BIPOC and culturally and linguistically diverse (CALD) students. Current application and enrolment systems do not provide clear demographic visibility for these groups.</p> <p>Improved data collection would enable the BIPOC student community to monitor patterns of racist discrimination, track incident reports and assess the effectiveness of equity initiatives</p>	<p><u>Disclosures of harmful behaviours</u> In 2025, the University has received 82 disclosures through the Harmful Behaviours Disclosure Tool of students experiencing harmful behaviours, of these 14 were due to racism (including but not limited to race, religion, ethnicity, home country or language spoken). Six of these disclosures were identified, and if requested by the student they would have been contacted by a Case Manager in Student Safety and Wellbeing. Five were disclosed to have occurred in residences.</p> <p><u>Evaluation and impact of equity and wellbeing initiatives</u> Under Stream 6 of the Student Safety and Wellbeing Plan (2024-2026), a working group has been established to strengthen the University's approach to evaluating safety and wellbeing initiatives, including equity programs. This group provides regular progress updates and creates opportunities for consultation through the Student Forum.</p> <p><u>Data collection</u> ANU remains compliant with government data collection requirements. Collection of personal and sensitive data that is additional to those requirements would require further discussion with students and within the Student Engagement and Education Management team for</p>

	<p>viability. This type of data would not be mandated due to its sensitivity.</p>
<p>Establish a formalised hate-incident response protocol involving Student Safety and Wellbeing and Uni Safe. This should include immediate safety measures for targeted students, communication protocols and transparent investigation procedures to ensure accountability</p>	<p>All disclosures and reports of racism are taken seriously and investigated. When incidents occur, we act quickly, including reporting to and working with the relevant authorities, immediate removal of materials such as stickers and posters (if applicable), reaching out to the BIPOC Department and reminding the ANU community of our disclosure and reporting pathways.</p> <p>We take a trauma-informed and person-centred approach to responding to disclosures of racism with our Case Managers in Student Safety and Wellbeing professionally trained and experienced in supporting diverse communities, including following harmful and traumatic experiences.</p> <p><u>Immediate safety and support measures</u> The ANUOK app provide students with immediate assistance from ANU UniSafe. Students can tap “call Security” to be connected instantly with UniSafe, who are on campus 24 hours a day and will provide immediate assistance.</p> <p>When a hate incident is reported or disclosed, UniSafe and Student Safety and Wellbeing can coordinate a safety plan and implement measures to protect the targeted student(s).</p> <p><u>Responding to Disclosures</u> Formal Response: The ANU has established a Harmful Behaviours Disclosure tool. The University offers two pathways for anyone who has been impacted by harmful behaviours. Responses are managed by staff who are qualified to respond with trauma-informed and person-centred approaches, and who can provide students with support and information to assist with decision making. Support includes referrals to appropriate wellbeing and counselling services, academic adjustments where needed, and access to advocacy and cultural or identity-based support networks.</p> <p><u>Universal response</u> All staff are guided by the University’s Responding to Students in Distress Guide to ensure disclosures are handled sensitively, with empathy, and in line with trauma-informed principles. Staff receiving a disclosure provide initial support, ensure the student feels safe, and provide referral information to the Harmful Behaviours Disclosure tool, UniSafe or both.</p> <p><u>Future actions</u> Ensure response protocols, included at the end of this response, are widely publicised to students and staff and added to the Harmful Behaviours tool website.</p>
<p>Implement comprehensive training programs on unconscious bias and cultural competency for staff and students, alongside the Rights, Relationships and Respect module. Such training should be</p>	<p>The Inclusive and Respectful Communities team, driven through their Peer Educators have developed an “Enhancing RRR: Understanding and Responding to Racism” online module which was piloted with staff from the Residential Experience Division in November 2025 and</p>

<p>compulsory for on-campus and off-campus students.</p> <p>The modules should be appropriately updated and completion by students should be renewed every 2 – 3 years</p>	<p>forms part of the 2026 Student Residential Mentors and other residential leaders training.</p> <p>The module offers a deep dive into the complexities of systemic racism, exploring its various dimensions – ideological, interpersonal, internalised, and institutional – and how these layers influence campus culture and broader society. Learners will be equipped with practical tools to act as active bystanders through the 5D’s Bystander Intervention Framework.</p> <p>The team will also continue to deliver, with Student Safety and Wellbeing and Residential Experience Division staff, other training for SRMs and other students in leaderships to ensure programs and events are inclusive and respectful to the diverse communities that live in our residences.</p> <p>The Residential Experience Division works with each residence to co-design anti-racism events and projects that reflect that residence’s context each semester. These activities are student-led. The RED central team provides resources, framing support, risk and wellbeing guidance, and evaluation templates.</p>
<p>The University should publicly track and report on the implementation of the recommendations from the previous Racism Reports and the Anti-Racism Taskforce. A dedicated oversight body should be established to monitor compliance, publish annual progress updates, and hold relevant divisions accountable for delays or inaction.</p> <p>Current mechanisms are unclear, inconsistent, and perceived as unresponsive, deterring students from reporting incidents.</p>	<p>The University provides a public report to the community on actions taken against equity, diversity and inclusion strategies and reports, including the recommendations included in the Anti-Racism Taskforce report. The first report was released in January 2025 and can be found at IDEA Strategies Progress Report January 2025_0.pdf</p> <p>The next report will be released in January 2026 with the community being made aware through the On Campus newsletters.</p> <p>A number of actions related to the governance and reporting of actions that support equity, diversity and inclusion have been included as part of the Nixon Review about gender and culture (www.anu.edu.au/news/all-news/nixon-review-report-published). These actions aim at a coordinated approach to addressing issues that impact on inclusion and diversity, undertaking consultation and transparency in the reporting of actions and activities taken.</p>

Recommendations for ANU Residences

Racism causes real harm to mental health and wellbeing, undermining safety, belonging, and students’ capacity to learn and thrive. Any instance of racism is one too many. The Residential Experience Division (RED) condemns racism in all forms and is committed to safe, culturally responsive residential communities. We acknowledge the harms described in the 2025 ANUSA BIPOC Anti-Racism Report and the specific concerns raised. We thank ANUSA BIPOC and all student contributors for their work and advocacy, and we acknowledge the importance of this report in strengthening safety and equity across our residences and the university as a whole.

RED is aware of the harm microaggressions might cause and we address them through training of staff and students and the development of educational materials, scenario-based guidance, and induction modules for staff and student leaders. We also co-design anti-racism events and projects with each Hall each semester. These activities are student-led, and the RED central team provides resources, framing support, and quality assurance. We will continue to expand our work on this topic.

Scope and jurisdiction:

John XXIII College and Burgmann College are privately owned and operated. They are not owned or managed by ANU. The Residential Experience Division has no jurisdiction over these two colleges and cannot investigate or action incidents that occur there. If the BIPOC Racism Report includes matters raised by students from John XXIII or Burgmann, students should raise them directly with those colleges.

The responses below cover the 13 ANU-managed residences only.

Report recommendation	ANU response
<p>Implement clear and consistent reporting procedures across all residential halls, with explicit guidance on how and to whom disclosures should be made, and information on available support services. Processes for addressing reports of racism must be transparent, outlining the steps taken once a report is made, expected timelines, and potential outcomes.</p>	<p>This information is shared through the established reporting mechanisms and channels, including the Residential Handbook, onboarding, leadership training, and RED's central guidance. As shared above, we aim to consolidate our zero-tolerance policy and reporting mechanisms and to make them more publicly available for staff and students.</p> <p>We acknowledge the harms and process failures described. Our response is to provide the student a single point-of-contact, written options, and warm referrals; issue a hall-wide directive that hate symbols, Nazi references, and racist conduct are prohibited and sanctionable; publish a one-page "How to report racism in residences"; continue to adopt service standards in handling incidents reports. Collect feedback via a post-case survey; and report de-identified incidents and lessons to the University Safety and Wellbeing Committee to prevent recurrence, which already occurs.</p>
<p>Creation of designated, autonomous safe spaces for BIPOC communities in residential halls and colleges, to foster community-building and support networks for BIPOC students.</p>	<p>Residences differ in size, culture, and student composition. We will work with BIPOC representatives in each Residence in 2026 to assess need and, where appropriate, co-design an autonomous space with clear access and safety protocols. In Residences where BIPOC students are a majority and a separate space is not required, we will provide a warm referral to students to the ANUSA BIPOC Base on campus, especially during O Week and we will support programming that meets local needs.</p>
<p>Hire dedicated, culturally competent BIPOC personnel, who are responsible for handling incident disclosures and administering trauma-informed care to BIPOC students at each residential hall and across the university.</p>	<p>Building on the last two years of RED work and the report's suggestions, RED will centralise support for Residence-based BIPOC representatives. All BIPOC representatives across the residences will have a regular meeting with a RED BIPOC staff member who will meet with them regularly during semester to provide assistance, coordinate referrals, and escalate issues as needed. We will coordinate closely with ANUSA's BIPOC Department and the International Students' Department to ensure consistent training, peer support, referral pathways, and escalation options across residences.</p> <p>We acknowledge the harms described and confirm they breach ANU conduct standards. Our response is that we do offer confidential support with Student Safety and Wellbeing/RED pathways and protection from victimisation; we stop ongoing harm by removing discriminatory materials and directing staff and student leaders to intervene; we escalate any</p>

	<p>substantiated kitchen-staff misconduct through contractor processes (fact-finding, stand-down, retraining, or removal); increase staff presence and require incident logging; investigate resident behaviour and student-leader conduct under residential and leadership agreements with proportionate sanctions up to removal from residence; we refer staff misconduct through HR; audit and rectify funding access for BIPOC programming; deliver and log anti-racism training, including microaggressions and bystander skills; introduce inclusion measures in public areas in the halls, and we will report as always de-identified information and actions to be included in RED's quarterly reporting to the University Safety and Wellbeing Committee.</p>
<p>Residential Experience Division should issue a public response to this Racism Report, outlining the specific actions taken and timelines for implementation. Regular audits on racism and discrimination should be mandated across all halls to ensure, transparency, accountability, and continuous improvement</p>	<p>Incidents of anti-racism can currently be reported in two ways:</p> <ol style="list-style-type: none"> 1- University central disclosure mechanism managed by Student Safety and Wellbeing , available to all students through https://www.anu.edu.au/students/health-safety-wellbeing/getting-help-at-anu/harmful-behaviours-disclosure-response-and 2- Residential Incident Reporting Tool monitored by RED. Aggregate trends and serious matters are reported to the University Safety and Wellbeing Committee quarterly. <p>To continuously improve, RED will also work to make the information about reporting more accessible and more prominently available as mentioned above.</p>



Case Management support available at the ANU following a disclosure of harmful behaviours (students)

