St Michael’s Primary, Baulkham Hills rejects all forms of racism. It is committed to the elimination of racial discrimination – including direct and indirect racism, racial vilification and harassment – in its organisation, structures and culture, in its curriculum, and in the learning and working environments for which it is responsible.

- No student, employee, parent, caregiver or community member should experience racism within the learning or working environments of the department
- Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all staff of St Michael’s Primary, Baulkham Hills.
- All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of Australia’s cultural, linguistic and religious diversity, challenging prejudiced attitudes and ensuring that a no tolerance attitude is applied against racist and discriminatory behaviours.
- In this school anti-racism is the norm and timely and professional responses are given to complaints regarding racism.

**Cyber Racism**

*What is cyber racism?*

Cyber racism is most commonly defined as racism that occurs in the cyber world. This includes racism which occurs on the internet such as racist websites, images, blogs, videos and online comments as well as racist comments, images or language in text messages, emails or on social networking sites. In the context of Australian schooling it is defined more broadly as any use of information and communication technologies to transmit racist attitudes and behaviour including the transfer of racially offensive content that is intended to cause harm or distress to another person.

Cyber racism is a form of RACISM. Online activities or published material that result in offensive comments in relation to a person’s race, colour or national or ethnic origin, have the same effect as similar offline activities. Cyber racism may present as racial hatred or cyber bullying.

Irrespective of its sources, racism is racism. Ignorance is no excuse. Insecurity is not justification. Racism in all its forms is uncompromisingly condemned at St Michael’s Primary, Baulkham Hills

**ASSOCIATED DOCUMENTS**

**School Policies and Statements**

- Mission and Vision Statement
- Educational Platform
- Complaints and Grievance Procedures
- Acceptable Use of Technology Policy
- Suspension, Negotiated Transfer and Exclusion Statement Anti Bullying Policy
- Child Protection Policy
- Complaint Handling Policy and Procedures
- Countering Discrimination, Harassment and Bullying Policy
- Discipline Policy for Employees
- Pastoral Care of Students in Catholic Systemic Schools
- Protective Practices for School Staff in their Relationship with Students
- Suspension, Negotiated Transfer and Exclusion Policy Statement