

Combatting Antisemitism

In accordance with the Combatting Antisemitism, Hate and Extremism Act 2026 (Cth) and the RTO Standards (2025) regarding safe and inclusive learning environments, **Emergency First Aid** is committed to ensuring a campus and workplace free from antisemitism. This addendum clarifies our existing "Race and Ethnicity" protections as they specifically apply to the Jewish community.

Adoption of the Working Definition

To ensure clarity in identifying and responding to incidents, **Emergency First Aid** adopts the **International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism**, as supported by the Australian Government.

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Prohibited Conduct

Under this policy, antisemitic conduct includes, but is not limited to:

- **Discrimination:** Denying Jewish students or staff access to training, facilities, or opportunities based on their identity.
- **Harassment/Vilification:** Using symbols (e.g., Nazi-related imagery prohibited under federal law), slurs, or stereotypes that target Jewish individuals.
- **Proxy Discrimination:** Targeting individuals because of their perceived or actual connection to the State of Israel in a way that manifests as hatred toward Jewish people (as per IHRA examples).

Reporting and Measures

- **Zero Tolerance:** Any reported incident of antisemitism will be investigated under Emergency First Aid's Grievance/Complaints Policy
- **Staff Awareness:** All staff are briefed on identifying contemporary forms of antisemitism as part of their annual diversity and inclusion induction.
- **Support:** **Emergency First Aid** provides culturally safe support pathways for students or staff impacted by hate-motivated conduct.

Approved by:

A handwritten signature in black ink, appearing to be a stylized name.

CEO
Emergency First Aid 3-30-26