

# OCI Foundation International

*Sponsors of the: (i) Cyfed Undergraduate Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOY Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project*



## Racial Vilification and Racial Justice (March 2025)

In addition to discrimination and harassment, racial vilification represents another unfair treatment. This can be any form of hate speech, social media posts, graffiti, web posts or other activities that trigger public acts of racial hatred. It is criminal to incite racial hatred towards others or their properties, and the OCI Foundation recognises this as unlawful and unacceptable.

The OCI Foundation acknowledges that 'racial justice' is 'not just the absence of discrimination and inequities, but also includes the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures', and we embrace measures designed to achieve these.

The Australian Anti-Discrimination legislation holds employers and organisations like the OCI Foundation accountable for several actions that include racial vilification. The Foundation will take reasonable action to ensure the protection of its members and associates from this behaviour.

### Commitment to Prompt Investigations

All complaints relating to racial vilification will be taken seriously. It will be promptly, fairly and impartially investigated and managed. No person making the complaint or witnesses to such events will be victimised.

### Consequences of Policy Breach

The OCI Foundation will take disciplinary action against anyone found to have participated in racial vilification or victimised a complainant or witness. Frivolous, vexatious, or malicious complaints will also result in disciplinary action for those responsible. Depending on the circumstances, disciplinary actions may include warnings, dismissals, counselling or other appropriate measures.

### Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

### Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).