

ORU - L6675A RACISM@UNI ONE

DP Analyst\
ORU\
ORU\
Client\
Template Version

Wrap-arounds...
Inbox:

CONDITION	f('Session').toNumber()==1	
	true	false
	Question To Capture First Session Device Used()	Question To Capture Last Session Device Used()

screenResolutionFS - Screen resolution (First Session)

```
.cf-text-area {border-bottom: 1px none #e0e0e0; background-color: transparent; color: transparent;} .cf-question {background-color: transparent;} .cf-page {color: transparent;} .cf-page__question-list {background: transparent;} .cf-text-area {resize: inherit;}  
.cf-page__main{  
display: none;  
}
```

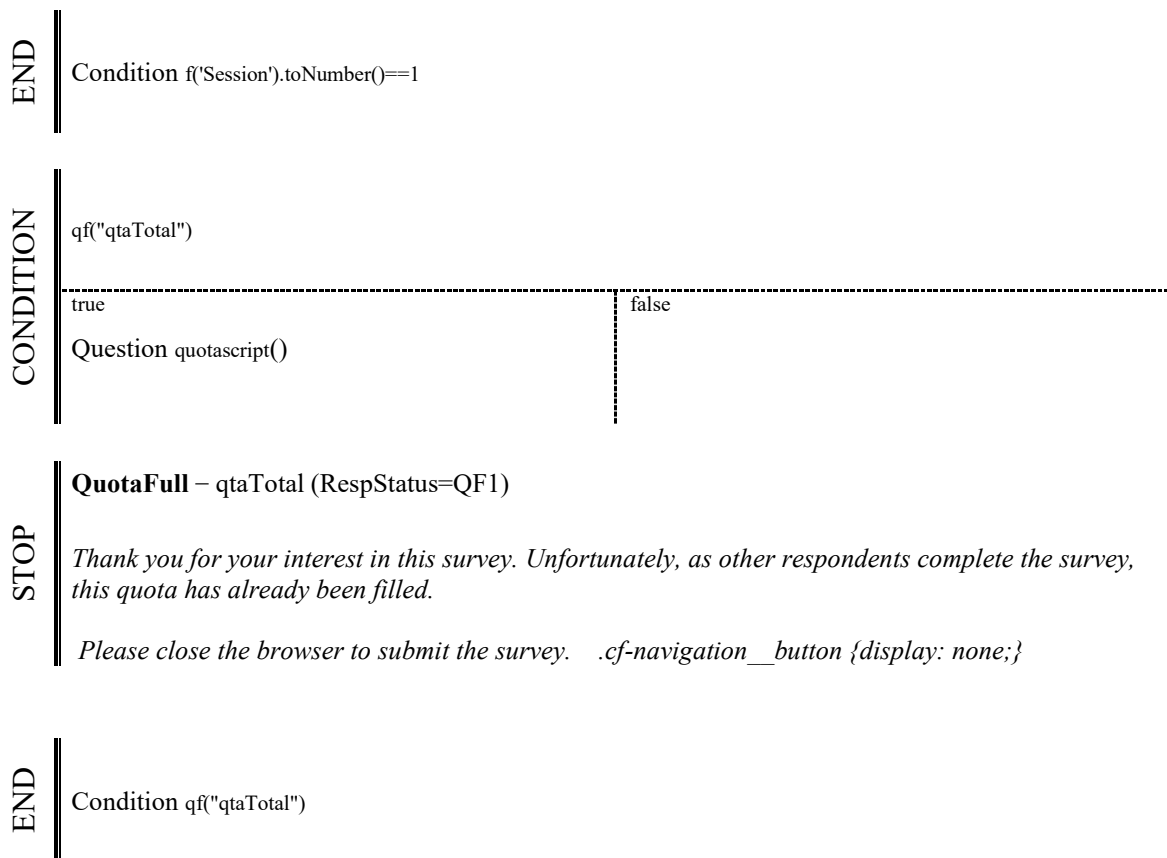
ELSE
f('Session').toNumber()==1

screenResolutionLS - Screen resolution (Last Session)

```

.cf-text-area {border-bottom: 1px none #e0e0e0; background-color: transparent; color: transparent;} .cf-
question {background-color: transparent;} .cf-page {color: transparent;} .cf-page__question-list {background:
transparent;} .cf-text-area {resize: inherit;}
.cf-page__main{
display: none;
}

```



PISinfoSHORT - PISinfoSHORT

Welcome to the Racism@Uni Survey

The Racism@Uni Survey is the first survey providing national data on the prevalence and impact of racism experienced by students and staff in Australian universities.

Who is conducting this research? The Racism@Uni survey is being conducted by a research team from POLIS: Centre for Social Policy Research (POLIS) at the Australian National University in conjunction with the Online Research Unit (ORU).

The Principal Researcher is Associate Professor Deirdre Howard-Wagner.

The Online Research Unit are administering the survey you are completing and collecting the survey data on behalf of the POLIS research team.

The Australian Human Rights Commission has commissioned the POLIS team to conduct the Racism@Uni Survey.

Who can participate All staff and students (18 years and over) at participating Australian universities are eligible to participate in the Racism@Uni Survey.

Participation and procedures You do not have to participate in the survey unless you want to; your participation in this survey is entirely voluntary. If you agree to participate, you will take part in an online survey that will take approximately 15 minutes to complete.

The survey includes demographic questions and questions about experiences of institutional and structural racism, interpersonal racism, and bystander racism. You will not be asked to provide any personally identifying information and you do not have to disclose any information you do not wish to.

If you decide you want to take part in the Racism@Uni Survey, you will be asked to click on the consent button at the bottom of this page. By clicking on this button, you are signing the consent form, and you are telling us that you: Understand what you have read. Consent to take part in the Racism@Uni Survey. Consent to be involved in the research described. Consent to the use of the anonymous information that you provide for research purposes.

Confidentiality and Data handling Survey participation will be anonymous. Any information obtained and collected from the Racism@Uni Survey will be de-identified and treated as confidential and securely stored.

We will report on the prevalence, severity, and impact of racism, considering the context and diversity of experiences. Each university will receive a report based on findings from its participants. In any publication and/or presentation, information will be provided in such a way that you cannot be identified.

In any publication and/or presentation, information will be provided in such a way that you cannot be identified. The results of statistical analysis will also be reviewed prior to publication to ensure that there is no risk of identifying an individual through a set of unique personal characteristics.

The only exception to this commitment is if you disclose information indicating that someone may be at risk of harm or involved in illegal activities. This applies to open-text responses or when seeking support from the 1800 number or the Racism@Uni support emails. To protect your confidentiality, please avoid sharing sensitive information.

Once the report is finalised, the quantitative survey data (anonymous and deidentified) will be stored at the Australian Data Archives. We may include some quantitative data or thematically coded data that is derived from the qualitative data in the Australian Data Archive. Data on the Data Archives may be accessible by other researchers. Any potentially identifying information will have been removed from the stored survey data to ensure your privacy is protected.

Does the Racism@Uni Survey team have access to my personal information and email? The POLIS researchers will not know your name or any of your contact details. Your university has not provided the ORU or the POLIS research team with any of your personal information. This includes your email address from which you received an invitation to participate in the Racism@Uni Survey.

Your university will not know whether you participated in the Racism@Uni Survey.

Are there any financial incentives? If you complete the survey, you will be able to enter into a draw and have the chance to receive one of fifty \$50 gift vouchers. Your email for the draw will not be linked to the survey that you completed.

Can I withdraw from this study? You can choose to stop completing the survey at any point.

If you stop completing the survey part way through, the information you provide may still be retained depending on what point you stopped answering the survey questions.

Do I have to complete the survey in one go? Participants do not have to complete the survey in one go. You can click on your unique link and pick up where you left off.

Has this project received ethical approval? The ethical aspects of this research have been approved by the Bellberry Limited Human Research Ethics Committee (HREC) (2025-03-414), the Australian Institute of

Aboriginal and Torres Strait Islander Studies HEREC (REC-0541 Howard-Wagner), and reciprocal approval from the Australian National University HREC (H/2025/0311).

SUPPORT NUMBERS If you become upset or distressed because of completing the Racism@Uni Survey, you can contact your university student or staff wellbeing and counselling support service.

Each university has its own procedures for reporting and addressing incidents of racism and discrimination. If you wish to make a complaint, please visit your university's website to find the appropriate reporting channels and support services.

A list of university support and wellbeing services can be found [here](#).

Alternatively, you can also get in touch with some of the services listed below or visit their websites for information and support.

Beyond Blue Support Service (24/7):
1300 22 4636 www.beyondblue.org.au

Lifeline (24/7):
(24/7) 13 11 14 <https://www.lifeline.org.au>

Mensline (24/7):
130078 99 78 <http://www.mensline.org.au>

Suicide Call Back Service
1300 659 467

13Yarn
139276 <https://www.13yarn.org.au/contact-us-13yarn>

Transcultural mental health line (selected states only)
NSW 1800 648 911
QLD 1800 188 189
VIC <https://vtmh.org.au/>
NT <https://www.mentalhealthnt.com.au/support-for-multicultural-people>

QLife (LGBTI+, 3pm to midnight)
1800 184 527 <https://qlife.org.au/>

Further information If you require survey technical support or need any assistance regarding survey technical matters, you can contact the Online Research Unit via the following email address: racismunisurvey@theoru.zendesk.com.

The Racism@Uni Survey project team is operating a free of charge number 1800 192 651 and email racism.uni.survey@anu.edu.au for information about the survey.

The Bellberry Human Research Ethics Committee (2025-03-414) and the Australian Institute of Aboriginal and Torres Strait Islander Studies Research Ethics Committee (REC-0541 Howard-Wagner) have reviewed and approved this study in accordance with the National Statement on Ethical Conduct in Human Research (2023). This Statement has been developed to protect the interests of people who agree to participate in human research studies.

Should you wish to discuss the study or view a copy of the Complaint procedure with someone not directly involved, particularly in relation to matters concerning policies, information or complaints about the conduct of the study or your rights as a participant, you may contact the Operations Manager, Bellberry Limited on 08 8361 3222.

If you would like more INFORMATION ABOUT THE RACISM@UNI SURVEY, click on this link to the detailed Participant Information Sheet. The participant information sheet can also be saved as a PDF.

I have read and understood the information provided about the research project in the Participant Information Sheet (PIFC), and I have had any questions and concerns about the project addressed to my satisfaction.

I understand what this project is about, and I voluntarily agree to my participation in this study.

CONSENT - CONSENT

Consent Declaration

Do you consent to participate in this research for the purposes specified in this Plain Language Statement?

- Yes, I consent to participate in this research for the purposes specified in this Statement (1)
- No, I do not consent to participate in this research for the purposes specified in this Statement (2)

CONDITION	f('CONSENT').any('2')	
	true	false
	Question CON_ScreenOutScript()	

STOP	Screened – Con-screener (RespStatus=CON)
	<i>Thank you for your interest in participating in the Racism@Uni survey; however, due to ethical constraints you must provide consent to participate in the survey.</i> <i>You may close this window at any time.</i>

END	Condition f('CONSENT').any('2')
-----	---------------------------------

Intro - Intro

This survey is about your experiences at [^]f('bUniversity')[^] and the university's policies.

This survey asks questions about whether or not you have experienced racism or racial discrimination. It can be upsetting and potentially triggering for some people who have had such an experience to recall it. It might be best to not complete the survey especially if you're feeling vulnerable, distressed or at risk of self-harm. If you are distressed there are counselling and support services available, [click here](#) for more information.

Thank you for agreeing to participate in this online survey.

This survey is about your experiences at [^]f('bUniversity')[^] in the last two years. Although you may be studying or employed at more than one university or have been at [^]f('bUniversity')[^] for less than two years, please respond to this survey in relation to your experiences at [^]f('bUniversity')[^] only.

The survey will take about 15 minutes of your time to complete and is completely confidential and anonymous.

Please read each question and follow the instructions to record your reply. Some questions ask you to type in a comment.

Please DO NOT USE the 'Back' and 'Forward' buttons in your browser. Please use the button(s) at the bottom of each screen.

If you would like to pause the survey to return to it later, simply close the window and click on the original link to return. You will return to where you left off.

A1 - A1. Age (years)

To start with, we have some questions about you.

What is your age (in years)?

```
input[type=number]::-webkit-inner-spin-button, input[type=number]::-webkit-outer-spin-button { -webkit-appearance: none; margin: 0; } input[type=number] { -moz-appearance:textfield; }
```

A1pns

```
#A1 {margin-bottom:0px;padding-bottom:0px;} #A1pns {margin-top:0px;padding-top:0px;} #A1pns_content {padding-left:10px;}
```

- Not sure (98)
- Prefer not to say (99)

CONDITION	
	f('A1').toBoolean() && f('A1').between(0,17)

true	
Question A1_ScreenOutScript()	false

STOP	
	Screened – A1a-screener (RespStatus=A1)
	<i>Thank you for your interest in participating in the Racism@Uni survey; however, due to ethical constraints the survey is intended for individuals aged 18 and over.</i>
	<i>You may close this window at any time.</i>

END	
	Condition f('A1').toBoolean() && f('A1').between(0,17)

CONDITION	f('A1pns').any('98','99')		
	Question A2(A2. Age group)		
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true	false
true	false		

A2 - A2. Age group

Which of these age groups do you belong to?

- (A)
- 16-17 years (1)
- 18-21 years (2)
- 22-24 years (3)
- 25-34 years (4)
- 35-44 years (5)
- 45-54 years (6)
- 55-64 years (7)
- 65-74 years (8)
- 75 years and over (9)
- Not sure, or prefer not to say, but I am aged 18 years or over (98)
- Not sure, or prefer not to say (this will exit you from the survey) (99)

CONDITION	f('A2').any('1','99')		
	Question A1b_ScreenOutScript()		
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true	false
true	false		

Screened – A1b-screener (RespStatus=A1)

Thank you for your interest in participating in the Racism@Uni survey; however, due to ethical constraints the survey is limited to individuals aged 18 and over.

You may close this window at any time.

END
Condition f('A2').any('1','99')

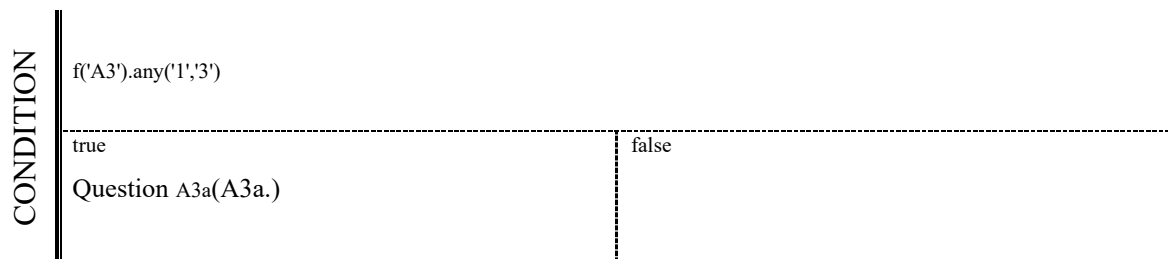
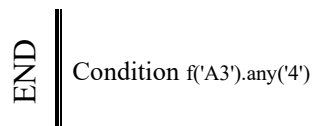
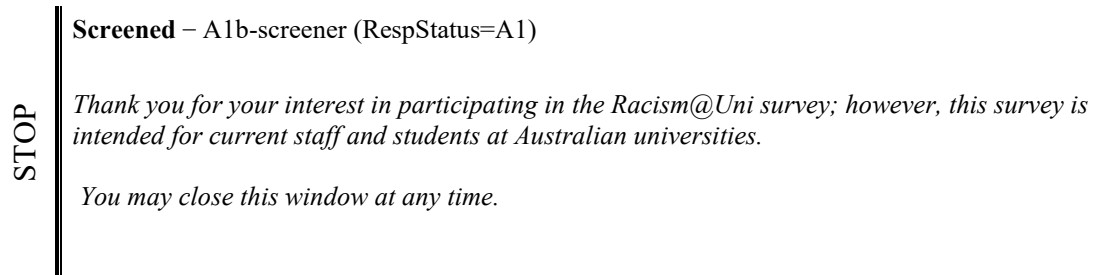
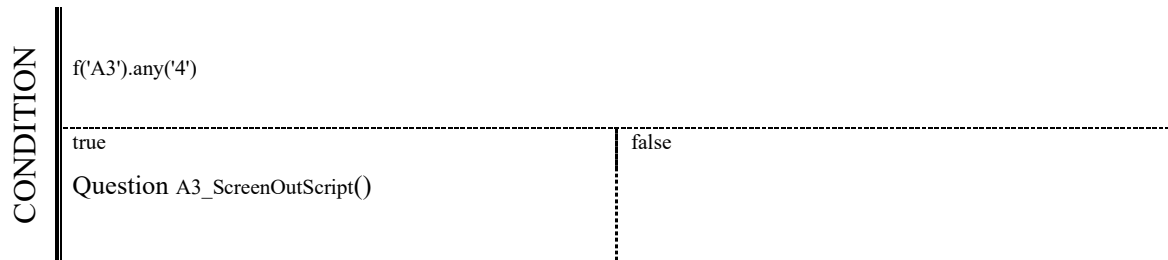
END
Condition f('A1pns').any('98','99')

A3 - A3.

Are you currently a student or staff member at ^{f('bUniversity')^?}

Please select one only

- Student (Vocational, Undergraduate, Postgraduate, Higher Degree Research) (1)
- Staff member (2)
- Both a student and a staff member (3)
- Not currently a student or staff member (4)



A3a - A3a.

Are you a domestic student, an international student or an overseas exchange student?

- (A)
- Domestic student (1)
- International student studying at an Australian campus (2)
- International student studying at an off-shore campus (3)
- Overseas exchange student enrolled at a non-Australian university (4)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('A3a').any('3')	
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true
true	false	
	Question A3a_ScreenOutScript()	

STOP

Screened – A1b-screener (RespStatus=A1)

Thank you for your interest in participating in the Racism@Uni survey; however, this survey is only open to staff and students who are currently attending an Australian university campus on-shore in Australia.

You may close this window at any time.

END

Condition f('A3a').any('3')

A4 - A4.

Which of the following best describes how you are participating in your classes. This may include lectures, tutorials, seminars, practicals, laboratories and workshops.

- (A)
- Mostly on-campus - students and teachers are in the same physical place at the same time (1)
- Mostly online - students and teachers are online (2)
- Blended / hybrid - a mix of online and on-campus (3)
- Not sure (98)
- Prefer not to say (99)

END

Condition f('A3').any('1','3')

CONDITION	f('A3').any('2','3')	
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true
true	false	
	Question A6(A6.)	

A6 - A6.

Are you an academic or non-academic staff member at ^f('bUniversity')^?

If you have both an academic and a non-academic job, please select the job in which you usually work the most hours.

Non-academic includes professional, administrative and technical staff.

- (A)
- Academic staff member (1)
- Non-academic staff member (2)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('A6').any('2')
	Question A6a(A6a.)
	true
	false

A6a - A6a.

What is your current annual, before tax, salary range at ^{f('bUniversity')}?

- Under \$50,000 (1)
- \$50,000 to \$99,000 (2)
- \$100,000 to \$150,000 (3)
- Above \$150,000 (4)

- Not sure (98)
- Prefer not to say (99)

A6ab - A6ab.

Do you supervise staff?

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('A6ab').any('1')
	Question A6b(A6b.)
	true
	false

A6b - A6b.

How many staff do you supervise?

- (A)
- 1-3 staff (1)
- 3-5 staff (2)
- 5 or more staff (3)

- Not sure (98)
- Prefer not to say (99)

END || Condition f('A6ab').any('1')

END || Condition f('A6').any('2')

CONDITION || f('A6').any('1')

|| true false

|| Question A7(A7.)

A7 - A7.

What is your academic level?

- (A)
- Level A (Associate Lecturer or equivalent) (1)
- Level B (Lecturer or equivalent) (2)
- Level C (Senior Lecturer or equivalent) (3)
- Level D (Associate Professor or equivalent) (4)
- Level E (Professor or equivalent) (5)

- Not sure (98)
- Prefer not to say (99)

END || Condition f('A6').any('1')

A7a - A7a.

What type of employment arrangement do you have with ^f('bUniversity')^?

- (A)
- Continuing (1)
- Continuing contingent (2)
- Fixed term contract (3)

- Casual or sessional (4)
- Honorary, Adjunct, Emerita, Emeritus or visitor (5)
- Not sure (98)
- Prefer not to say (99)

CONDITION	f('A6').any('1')			
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">true</td> <td style="width: 50%; text-align: center;">false</td> </tr> <tr> <td colspan="2">Question A7ab(A7ab.)</td> </tr> </table>	true	false	Question A7ab(A7ab.)
true	false			
Question A7ab(A7ab.)				

A7ab - A7ab.

Do you supervise staff?

- (A)
- Yes (1)
- No (2)
- Not sure (98)
- Prefer not to say (99)

CONDITION	f('A7ab').any('1')			
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">true</td> <td style="width: 50%; text-align: center;">false</td> </tr> <tr> <td colspan="2">Question A7b(A7b.)</td> </tr> </table>	true	false	Question A7b(A7b.)
true	false			
Question A7b(A7b.)				

A7b - A7b.

How many staff do you supervise?

- (A)
- 1-3 staff (1)
- 3-5 staff (2)
- 5 or more staff (3)
- Not sure (98)
- Prefer not to say (99)

END	Condition f('A7ab').any('1')
-----	------------------------------

END || Condition f('A6').any('1')

END || Condition f('A3').any('2','3')

A8 - A8.

Are you Aboriginal and/or Torres Strait Islander?

- (A)
- Yes, Aboriginal (1)
- Yes, Torres Strait Islander (2)
- Yes, Both Aboriginal and Torres Strait Islander (3)
- No (4)

- Not sure (98)
- Prefer not to say (99)

CONDITION || f('A8').any('1','2','3')

true | false

Question A9(A9.)

A9 - A9.

Do you identify with any particular Aboriginal and/or Torres Strait Islander nation(s), community or language group(s)?

- (A)
- Yes (1)
- No (2)

- I have been unable to trace the details of my heritage (97)
- Not sure (98)
- Prefer not to say (99)

CONDITION || f('A9').any('1')

true | false

Question A10page()

A10 - A10.

Which Aboriginal and/or Torres Strait Islander nation, community or language groups do you identify with?

Specify all that apply. *.cf-grid-layout__row-text {max-width:15px;} #A10 {margin-bottom:0px;padding-bottom:0px;} #A10pns {margin-top:0px;padding-top:0px;}*

- 1. (1) _____
- 2. (2) _____
- 3. (3) _____
- 4. (4) _____

A10pns

Prefer not to say (99)

END | Condition f('A9').any('1')

END | Condition f('A8').any('1','2','3')

CONDITION | f('A3').any('3')

true | false

Question A11(A11.)

A11 - A11.

You have said you are both a student and a staff member.

To minimise survey length and avoid repeated questions, we would ask you to complete the rest of this survey based on your experience at ^f('bUniversity')^ as either a student or a staff member.

Do you wish to complete this on the basis of your experience as a:

- Student (1)
- Staff member (2)

END | Condition f('A3').any('3')

CON | IsInProductionMode()

	Extremely important (1)	Very important (2)	Fairly important (3)	Not very important (4)	Not at all important (5)	Not sure (98)	Prefer not to say (99)
I feel safe (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect (C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected in discussions of sensitive issues related to race, ethnicity, culture and/or religion (D)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel included amongst my peers (other students or other staff) (E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported (F)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CONDITION	f('B1')['A'].any('4','5') f('B1')['B'].any('4','5') f('B1')['C'].any('4','5') f('B1')['D'].any('4','5') f('B1')['E'].any('4','5') f('B1')['F'].any('4','5')			
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; border-right: 1px dashed black;">true</td> <td style="width: 50%;">false</td> </tr> <tr> <td style="border-right: 1px dashed black;">Question b2precodes function (multi)()</td> <td></td> </tr> </table>	true	false	Question b2precodes function (multi)()
true	false			
Question b2precodes function (multi)()				

B2 - B2.

Is your sense of a lack of belonging, respect or safety at ^f('bUniversity')^ due to any of the following factors?

Please select all that apply

- (A)
- Racial/Ethnic Identity (1)
- Culture/Religion (2)
- National Identity (3)
- Gender, gender identity or gender expression (4)
- Sexual orientation (5)
- Living with a disability (6)
- Social class (7)
- Age (8)
- Political orientation (9)
- Academic disciplinary orientation (10)
- General culture at university (11)
- Other (please specify) (96) _____

Not sure (98)

Prefer not to say (99)

END	Condition f('B1')['A'].any('4','5') f('B1')['B'].any('4','5') f('B1')['C'].any('4','5') f('B1')['D'].any('4','5') f('B1')['E'].any('4','5') f('B1')['F'].any('4','5')

B3 - B3.

While attending ^f('bUniversity')^, either on campus or online, how frequently, if at all, do you:

	Always (1)	Often (2)	Sometimes (3)	Hardly ever (4)	Never (5)	Not applicable (97)	Not sure (98)	Prefer not to say (99)
Feel uncomfortable disclosing your racial, ethnic, cultural and/or religious identity (A)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feel uncomfortable wearing items of clothing or jewellery that might make your racial, ethnic, cultural and/or religious identity visible to others (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentally prepare for possible racist conversations before entering a learning environment (C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentally prepare for possible racist conversations before entering your university workplace (D)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stay away from campus to avoid experiencing racism during political and other actions (such as protests, demonstrations, poster displays) (E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not express your views because it might affect your visa to study in Australia (F)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not express your views because it might affect your visa to work in Australia (G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feel people assume you are an international student because of your name or your appearance (H)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C1aInfo

We are now going to ask you some questions about whether or not you have experienced interpersonal racism and racial discrimination.

Racial discrimination may occur when a person is treated less favourably, or not given the same opportunities, as others in a similar situation, because of their race, ethnicity, culture and/or religion.

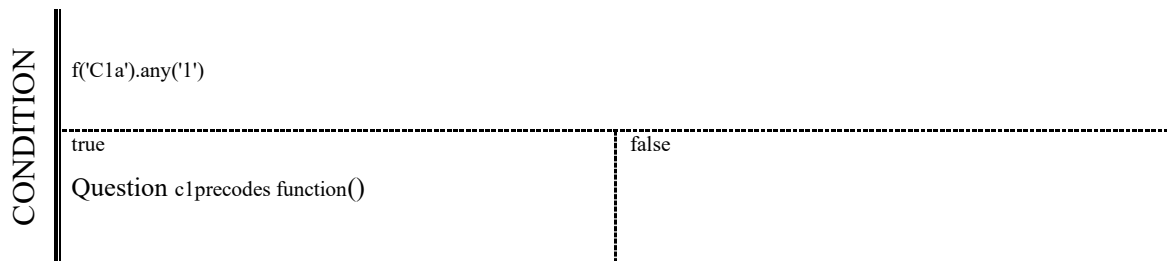
Interpersonal racism occurs to individual people or groups of people, often in everyday settings, and is sometimes referred to as casual racism. It can come in a range of forms including abuse, harassment, humiliation, or exclusion, because of somebody's ethnicity, race, culture and/or religion.

C1a - C1a.

Have you personally experienced racism or racial discrimination in Australia in the last two years?

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)



C1 - C1.

Where did these experiences of racism or racial discrimination take place?

Please select all that apply

- (A)
- At university as a student, including online university activity (1)
- At a non-university education institution, for example, at a primary or secondary school or TAFE (2)
- At university as a staff member or visitor (3)
- At a university professional, social or sporting event, even if this was not on campus (13)
- In non-university employment (4)
- When renting or buying a house (5)
- In any contact with security, police or other law enforcement (6)
- In any contact with government departments and services (such as Centrelink) (7)
- At a health service (such as a hospital, medical service) (8)
- At a shop or restaurant (9)
- At a sporting or public event (non-university) (10)
- On social media (11)
- Using public transport (12)
- Other non-university (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)



true Question C2(C2.)	false
--------------------------	-------

C2 - C2.

You said you had experienced racism or racial discrimination. How often did this occur in the past two years?

	Very frequently (1)	Frequently (2)	Sometimes (3)	Rarely (4)	Not sure (98)	Prefer not to say (99)
At university as a student (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a non-university education institution, for example, at a primary or secondary school or TAFE (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At university as a staff member or visitor (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a university professional, social or sporting event, even if this was not on campus (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In a non-university workplace (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When renting or buying a house (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In any contact with security, police or other law enforcement (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In any contact with government departments and services (e.g. Centrelink) (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a health service (e.g. hospital, medical service) (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a shop or restaurant (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At a sporting or public event (non-university) (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On social media (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using public transport (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
^f('C1_96_other')^ (96)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

END

Condition f('C1').any('1','2','3','4','5','6','7','8','9','10','11','12','13','96')

END

Condition f('C1a').any('1')

CONDITION

(f('A3').any('1') || f('A11').any('1')) && f('C1').any('1','13')

true Question C4(C4.)	false
--------------------------	-------

C4 - C4.

At ^{f('bUniversity')}, have you experienced any of the following due to your race, ethnicity, culture and/or religion in the last two years?

Select all that apply.

- (A)
 - Being singled out or excluded (1)
 - Having inappropriate comments, names or jokes directed at me (2)
 - Feeling I could not express my views openly (3)
 - Being told I am, or made to feel, unintelligent or incapable (4)
 - Missing out on an opportunity that I feel I deserved (5)
 - Receiving a worse mark than I feel I deserved (6)
 - Feeling I wasn't trusted (7)
 - Being told I get things for free or other benefits because of my race (8)
 - Being unfairly stopped, searched, questioned, threatened or abused by university security (9)
 - Being physically harassed, threatened or assaulted (10)
 - Being verbally harassed, threatened or abused (11)
 - Being harassed, threatened or abused online (12)
 - Other (please specify) (96)_____
- Not sure (98)
- Prefer not to say (99)

CONDITION	f('C4').any('1','2','3','4','5','6','7','8','9','10','11','12','13','96')
	Question c5precodes function()

	true
	false

C5 - C5.

Do you think this happened because of any of the following factors?

Select all that apply.

- (A)
 - My language or accent (1)
 - My cultural/racial/ethnic background (2)
 - My skin colour and/or other physical features associated with my racial/ethnic identity (3)
 - My religious background (4)
 - Because of current conflict in the Middle East (5)
 - Because of COVID (6)
 - Because I am an international fee-paying student (7)
 - Other (please specify) (96)_____
- Not sure (98)
- Prefer not to say (99)

END	Condition f('C4').any('1','2','3','4','5','6','7','8','9','10','11','12','13','96')
-----	---

C6 - C6.

Thinking about all of your experiences of racism or racial discrimination at ^{^f('bUniversity')^}, where did these take place?

Please select all that apply.

- (A)
- In a physical lecture theatre or similar large teaching space (1)
- In a physical tutorial, seminar or similar smaller teaching/learning space (2)
- Online in a lecture (3)
- Online in a tutorial, seminar or similar smaller teaching/learning space (4)
- In marking and or related feedback (5)
- At a professional placement, internship or work experience placement associated with the university (6)
- At a student accommodation or residences (7)
- At a university club, society, association (8)
- In a university sporting space (9)
- In a retail service on campus (such as café, shops, daycare) (10)
- In a university library and/or other study spaces (11)
- At a university health service (12)
- In a reflection room or prayer space on campus (13)
- Elsewhere on campus (for example, open space, quadrangles, parking, bus-stops) (14)
- Other (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)

C7 - C7.

Did your experience(s) of racism and racial discrimination at ^{^f('bUniversity')^} have any of the following impacts?

Select all that apply.

- (A)
- A negative impact on my academic studies (1)
- A negative impact on my mental health (2)
- It made me limit my participation in university life (3)
- It made me limit my contacts to those of a similar background to me (4)
- It made me less likely to continue my studies at an Australian university (5)
- It made me less likely to consider Australia as a country I would consider moving to once my studies are finished (6)
- Other (please specify) (96) _____
- None (97)

- Not sure (98)
- Prefer not to say (99)

C8 - C8.

Thinking about your most significant experience of racism or racial discrimination at ^{^f('bUniversity')^}, who actively participated in this behaviour?

Please select all that apply.

- (A)
- University teaching/academic staff (1)
- University administrative staff (2)
- University facilities staff including security (3)

- University students (4)
- University leadership/management (5)
- Another role (please specify) (96)_____

- Not sure (98)
- Prefer not to say (99)

C8a - C8a.

If you can, how would you describe the cultural, religious, or ethnic background of the individual(s) who were responsible for this most significant racist or racially discriminatory behaviour?

#C8a {margin-bottom:0px;padding-bottom:0px;} #C8aPns {margin-top:0px;padding-top:0px;}

C8aPns

- Not sure (98)
- Prefer not to say (99)

C8b - C8b.

And what was their gender?

- (A)
- Male (1)
- Female (2)
- Both male and female (3)
- Not sure (98)
- Prefer not to say (99)

C9 - C9.

Did you submit a complaint to the university after this most significant experience of racism and/or racial discrimination at ^f('bUniversity')^?

- (A)
- Yes (1)
- No (2)
- Not sure (98)
- Prefer not to say (99)

CONDITI	f('C9').any('1')
	----- true false

Question C10(C10.)

C10 - C10.

How satisfied were you with the university's response to your complaint?

- (A)
- Very satisfied (1)
- Satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Dissatisfied (4)
- Very dissatisfied (5)

- Not sure (98)
- Prefer not to say (99)

CONDITION

f('C10').any('4','5')

true

Question C11(C11.)

false

C11 - C11.

Why were you dissatisfied?

Please select all that apply.

- (A)
- The complaint process was too complex (1)
- Complaining did not make a difference (2)
- My complaint was not kept confidential (3)
- My grades were negatively impacted because of my complaint (4)
- I was not believed (5)
- I felt embarrassed or ashamed (6)
- The complaint process caused additional distress (7)
- I felt I could not trust the people involved in the complaint process (8)
- I got into trouble (9)
- It became too hard to prove (10)
- The complaint process took too long (11)
- Other (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)

END

Condition f('C10').any('4','5')

Question C13(C13.)

C13 - C13.

Where did you seek this support from?

Please select all that apply.

- (A)
 - Someone in my college, faculty or school (for example a lecturer or tutor) (1)
 - Someone from my residential college/dorm/house (2)
 - Student leader (for example a Class Representative or Student Union or Student Association) (3)
 - Student peers from my racial, ethnic, cultural and/or religious background (4)
 - Indigenous Higher Education Centre/Elders on Campus (5)
 - University counselling and wellbeing services (6)
 - Someone else from the university (7)
 - Support from outside the university (8)
 - Other (please specify) (96) _____
- Not sure (98)
- Prefer not to say (99)

END

Condition f('C12a').any('1')

END

Condition (f('A3').any('1') || f('A11').any('1')) && f('C1').any('1','13')

CONDITION

(f('A3').any('2') || f('A11').any('2')) && f('C1').any('3','13')

true

false

Question C14(C14.)

C14 - C14.

At ^f('bUniversity')^, have you experienced any of the following due to your race, ethnicity, culture and/or religion in the last two years?

Please select all that apply

- (A)
- Being singled out or excluded (1)
- Having inappropriate comments, names or jokes directed at me (2)
- Feeling I could not express my views openly (3)
- Being told I am, or made to feel, unintelligent or incapable (4)
- Missing out on an opportunity that I felt I deserved (5)
- Feeling I wasn't trusted (6)
- Being unfairly denied a promotion that I feel I deserved (7)
- Being unfairly stopped, searched, questioned, threatened or abused by university security (8)

- Being physically harassed, threatened or assaulted (9)
 - Being verbally harassed, threatened or abused (10)
 - Being harassed, threatened or abused online (11)
 - Having negative student and/or peer evaluations made about me (12)
 - Other (please specify) (96) _____
- Not sure (98)
 - Prefer not to say (99)

CONDITION	f('C14').any('1','2','3','4','5','6','7','8','9','10','11','12','13','96')			
	<table border="1"> <tr> <td style="width: 50%; text-align: center;">true</td> <td style="width: 50%; text-align: center;">false</td> </tr> <tr> <td colspan="2">Question C15(C15.)</td> </tr> </table>	true	false	Question C15(C15.)
true	false			
Question C15(C15.)				

C15 - C15.

Do you think this happened because of any of the following factors?

Select all that apply.

- (A)
 - My language or accent (1)
 - My cultural/racial/ethnic background (2)
 - My skin colour and/or other physical features associated with my racial/ethnic identity (3)
 - My religious background (4)
 - Because of current conflict in the Middle East (5)
 - Because of COVID (6)
 - Other (please specify) (96) _____
- Not sure (98)
 - Prefer not to say (99)

END	Condition f('C14').any('1','2','3','4','5','6','7','8','9','10','11','12','13','96')

C16 - C16.

Thinking about all of your experiences of racism or racial discrimination at ^{f('bUniversity')}, where did these take place?

Please select all that apply

- (A)
- In a physical lecture theatre or similar large teaching space (1)
- In a physical tutorial, seminar or similar smaller teaching/learning space (2)
- Online in a lecture (3)
- Online in a tutorial, seminar or similar smaller teaching/learning space (4)
- In a work meeting (5)
- In a staff space (such as a staff-room, staff kitchen/tearoom) (6)
- In a retail service on campus (for example a café, shops, daycare) (7)
- In a university library (8)
- At a university health service (9)

- In a reflection room or prayer space on campus (10)
- In performance evaluations (11)
- In a university complaints-handling service (12)
- Elsewhere on campus (for example, open space, quadrangles, parking, bus-stops) (13)
- Other (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)

C17 - C17.

Did your experience of racism and racial discrimination at ^{^f('bUniversity')^} have any of the following impacts?

Please select all that apply

- (A)
- A negative impact on your academic or professional career (1)
- A negative impact on your mental health (2)
- It made me limit my participation in university life (3)
- It made me limit my contacts to those of a similar backgrounds to me (4)
- Other (please specify) (96) _____
- None (97)

- Not sure (98)
- Prefer not to say (99)

C18 - C18.

Thinking about your most significant experience of racism or racial discrimination at ^{^f('bUniversity')^}, who actively participated in this behaviour?

Please select all that apply

- (A)
- University academic staff (1)
- University professional or administrative staff (2)
- University facilities staff including security (3)
- University students (4)
- University leadership/management (5)
- Another role (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)

C18a - C18a.

If you can, how would you describe the cultural, religious or ethnic background of the person(s) who were responsible for this most significant racist or racially discriminatory behaviour?

#C18a {margin-bottom:0px;padding-bottom:0px;} #C18aPns {margin-top:0px;padding-top:0px;}

C18aPns

- Not sure (98)
- Prefer not to say (99)

C18b - C18b.

And what was their gender?

- (A)
- Male (1)
- Female (2)
- Both male and female (3)

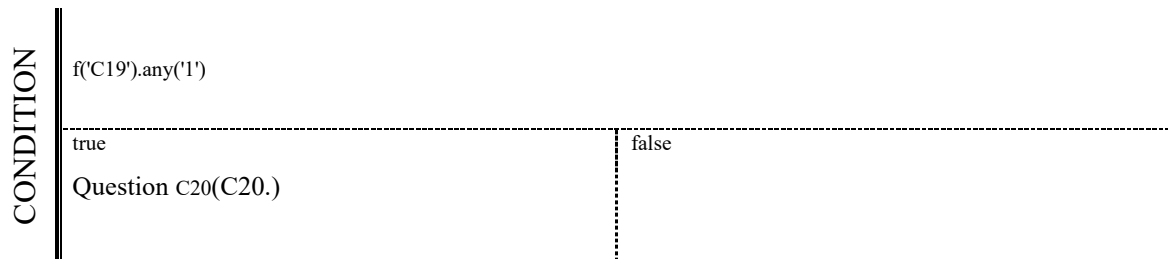
- Not sure (98)
- Prefer not to say (99)

C19 - C19.

Did you submit a complaint to the university after this most significant experience of racism and racial discrimination at ^{f('bUniversity')^?}

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)



C20 - C20.

How satisfied were you with the university's response to your complaint?

- (A)
- Very satisfied (1)
- Satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Dissatisfied (4)
- Very dissatisfied (5)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('C20').any('4','5')		
	Question C21(C21.)		
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true	false
true	false		

C21 - C21.

Why were you dissatisfied?

Please select all that apply.

- (A)
- The complaint process was too complex (1)
- Complaining did not make a difference (2)
- My complaint was not kept confidential (3)
- My career was negatively impacted as a result of complaining (4)
- I was not believed (5)
- I felt embarrassed or ashamed (6)
- The complaint process caused additional distress (7)
- I felt I could not trust the people involved in the complaint process (8)
- It became too hard to prove (9)
- The complaint process took too long (10)
- Other (please specify) (96)_____
- Not sure (98)
- Prefer not to say (99)

END	Condition f('C20').any('4','5')
-----	---------------------------------

END	Condition f('C19').any('1')
-----	-----------------------------

CONDITION	f('C19').any('2')		
	Question C22(C22.)		
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true	false
true	false		

C22 - C22.

Why didn't you submit a complaint to the university?

Please select all that apply.

- (A)
- I did not know I could complain (1)
- I did not know how to make a complaint (2)

- I was worried about the consequences of making a complaint (3)
 - The complaint process is too hard, long or confusing (4)
 - I felt it was too upsetting or emotionally difficult to complain (5)
 - I didn't trust the complaint process to change anything (6)
 - I did not think it was important enough to make a complaint (7)
 - I dealt with it myself (8)
 - Other (please specify) (96) _____
- Not sure (98)
 - Prefer not to say (99)

END || Condition f('C19').any('2')

C22a - C22a.

Did you seek support after this most significant experience of racism and/or racial discrimination?

- (A)
 - Yes (1)
 - No (2)
- Not sure (98)
 - Prefer not to say (99)

CONDITION || f('C22a').any('1')

|| true || false

|| Question C23(C23.)

C23 - C23.

Where did you seek this support from?

Please select all that apply.

- (A)
- University Counselling & Wellbeing services (1)
- University Employee Assistance Program (2)
- People and Culture/HR staff member (3)
- University medical staff (4)
- Colleague in my faculty, school or department (5)
- Manager/Supervisor (6)
- Head of School (7)
- Union (8)
- Indigenous Higher Education Centre/Elders on Campus (9)
- Someone else from the university (10)
- Support from outside the university (11)
- Other (please specify) (96) _____

END

Condition f('A3').any('1','2','3') //&& f('C1').any('1','3','13')

CONDITION

f('C1').any('1','3','13') || f('C24')['A'].any('1','2','3','4') || f('C24')['B'].any('1','2','3','4') || f('C24')['C'].any('1','2','3','4') || f('C24')['D'].any('1','2','3','4') || f('C24')['E'].any('1','2','3','4')

true

false

Question C25(C25.)

C25 - C25.

Was the racism and/or racial discrimination that you have seen or experienced at ^{^f('bUniversity')^} between any of the following groups?

Choose all that are relevant

- (A)
 - From people of European appearance (Australian, British, European) toward people from culturally and racially diverse backgrounds (1)
 - From people from culturally and racially diverse backgrounds toward people of European appearance (2)
 - Between people from different culturally and racially diverse backgrounds (3)
 - Between people from the same culturally and/or racially diverse backgrounds (4)
 - I don't know enough about racial, ethnic, cultural and/or religious backgrounds to know whether the racism I have experienced or observed was between, or within, groups (5)
- Not sure (98)
 - Prefer not to say (99)

END

Condition f('C1').any('1','3','13') || f('C24')['A'].any('1','2','3','4') || f('C24')['B'].any('1','2','3','4') || f('C24')['C'].any('1','2','3','4') || f('C24')['D'].any('1','2','3','4') || f('C24')['E'].any('1','2','3','4')

CendInfo

Before we continue with the survey, we would like to take this opportunity to remind you of the counselling and support services available.

Universities have their own policies and procedures for reporting and addressing racism, which should be accessible to staff and students. If you have experienced direct or indirect racism, and you have not reported it, you can still do so.

If you experience any psychological distress as a result of participating in the Racism@Uni Survey, you should contact your university student or staff wellbeing and counselling support service.

You can also get in touch with the services listed below or visit their websites for information and support.

Support and Counselling Services: Beyond Blue Support Service (24/7):
1300 22 4636 www.beyondblue.org.au

Lifeline (24/7):
13 11 14 www.lifeline.org.au

Mensline (24/7):

- Not sure (98)
- Prefer not to say (99)

END | Condition f('D1').any('2')

CONDITION | f('D1').any('1')

true | false

Question D1a(D1a.)

D1a - D1a.

Thinking about ^f('bUniversity')^, to what extent do you agree or disagree with the following statements?

.cf-table-layout __cell--row-head {min-width:400px;}

	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	Not sure / I don't know (98)	Prefer not to say (99)
Existing policies, rules, and procedures are effective in addressing racism (A)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff and students from different racial, ethnic, cultural and/or religious backgrounds are engaged in the design and implementation of anti-racism policies and other initiatives to improve equality (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Approaches for addressing racism have little to do with investigating and responding to the realities of racism on campus (C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CONDITION | f('D1a')['A'].any('4','5')

true | false

Question D1b(D1b.)

D1b - D1b.

In the previous question you answered that you ^f('D1a')['A'].any('3') ? "neither agreed nor disagreed" : ""^^f('D1a')['A'].any('4') ? "disagreed" : ""^^f('D1a')['A'].any('5') ? "strongly disagreed" : ""^ with the statement "Existing policies, rules, and procedures are effective in addressing racism".

Is this because you believe they are:

Please select all that apply

- (A)
 - Too weak (1)
 - Poorly implemented, or not implemented at all (2)
 - Biased and do not apply equally to all (3)
 - Other (please specify) (96) _____
-
- Not sure (98)
 - Prefer not to say (99)

END
Condition f('D1a')['A'].any('4','5')

END
Condition f('D1').any('1')

CONDITION
f('D1').any('1')

true false

Question D1c(D1c.)

D1c - D1c.

Do you know how to report an incident of racism or racial discrimination you might observe or experience (even if you have not experienced or observed such an incident)?

- (A)
 - Yes (1)
 - No, but I think I could find this out easily (2)
 - No, I don't know (3)
-
- Not sure (98)
 - Prefer not to say (99)

END
Condition f('D1').any('1')

CONDITION
(f('A3').any('2') || f('A11').any('2')) && f('D1').any('1')

true false

Question D2a(D2a.)

END

Condition (f('A3').any('2') || f('A11').any('2')) && f('D1').any('1')

CONDITION

f('A3').any('2') || f('A11').any('2')

true

Question D3(D3.)

false

D3 - D3.

Thinking about the culture at ^f('bUniversity')^, to what extent do you agree or disagree with the following statements?

	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	Not sure / I don't know (98)	Prefer not to say (99)
The culture encourages and supports me to succeed in my university career (A)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university encourages people from my racial, ethnic, cultural, and/or religious background to seek employment at this university (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university senior executive or leadership reflects a diversity of racial, ethnic, cultural and/or religious backgrounds (C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The academic staff at the university reflect a diversity of racial, ethnic, cultural and/or religious backgrounds (D)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is too much of a focus on addressing racism compared to other problems (E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D4 - D4.

The following questions are about your experience at ^f('bUniversity')^:

	Yes (1)	No (2)	Not sure (98)	Prefer not to say (99)
Have you ever had your professionalism challenged by a student? (A)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever had your professionalism or expertise challenged by colleagues and/or management? (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Yes (1)	No (2)	Not sure (98)	Prefer not to say (99)
Have you ever experienced racist student evaluations? (C)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever had your employment prospects impacted by racist student evaluations? (D)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever been used in a tokenistic way for diversity and inclusivity? (E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you ever been inappropriately expected to do work tied to your cultural identity that is not part of your job description? (F)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CONDITION	f('hD4sum').any('1')			
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> <tr> <td colspan="2">Question D5 precode mask function()</td> </tr> </table>	true	false	Question D5 precode mask function()
true	false			
Question D5 precode mask function()				

D5 - D5.

And do you think that your treatment was due to any of the following factors?

Choose all that apply

- (A)
- Racial/Ethnic Identity (1)
- Culture/Religion (2)
- National Identity (3)
- Gender, gender identity or gender expression (4)
- Sexual orientation (5)
- Living with a disability (6)
- Social class (7)
- Age (8)
- Political orientation (9)
- Academic disciplinary orientation (10)
- General culture at university (11)
- Other (specify) (96) _____
- Not sure (98)
- Prefer not to say (99)

END	Condition f('hD4sum').any('1')

END	Condition f('A3').any('2') f('A11').any('2')

CONDITI	(f('A3').any('1') f('A11').any('1'))	
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> </table>	true
true	false	

	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	I don't know (98)	Prefer not to say (99)
support Aboriginal and/or Torres Strait Islander staff and students (C)							
I feel visible or seen as a person of Aboriginal and/or Torres Strait Islander descent (D)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aboriginal and/or Torres Strait Islander knowledges and cultures are valued by the university (E)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expected to educate non-Indigenous students/colleagues about Aboriginal and/or Torres Strait Islander peoples and culture (F)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expected to talk on behalf of all Aboriginal and/or Torres Strait Islander peoples (G)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expected to perform work in relation to my Indigeneity, which is not in my position description or for which I am not appropriately remunerated (for example Indigenising the curriculum, speaking at events) (H)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist stereotypes about Aboriginal and/or Torres Strait Islander people are challenged in teaching and/or research (I)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People have questioned my Aboriginal and/or Torres Strait Islander identity (J)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CONDITION	f('C1').none('1','3','13')			
	<table border="0"> <tr> <td style="border-right: 1px dashed black; padding-right: 10px;">true</td> <td>false</td> </tr> <tr> <td style="border-right: 1px dashed black; padding-right: 10px;">Question E1(E1.)</td> <td></td> </tr> </table>	true	false	Question E1(E1.)
true	false			
Question E1(E1.)				

E1 - E1.

In the last two years, have you seen or heard any discriminatory or abusive comments or behaviours directed towards other students or staff at ^f('bUniversity')^ because of their race, ethnicity, culture and/or religion?

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('E1').any('1')			
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> <tr> <td>Question E1a(E1a.)</td> <td></td> </tr> </table>	true	false	Question E1a(E1a.)
true	false			
Question E1a(E1a.)				

E1a - E1a.

What were these comments or behaviours?

Please select all that apply.

- (A)
- Someone being called inappropriate names or subject to racial comments or jokes (1)
- Someone being inappropriately singled out or being excluded (2)
- Someone being told they are less intelligent (3)
- Someone being physically harassed, threatened or assaulted (4)
- Someone being verbally harassed, threatened or abused (5)
- Someone being harassed, threatened or abused online (6)
- Someone having their professionalism or expertise challenged by students or staff (7)
- Other (please specify) (96) _____
- Not sure (98)
- Prefer not to say (99)

E2 - E2.

Did you take any action in response to any of these incidents?

- (A)
- Yes (1)
- No (2)
- Not sure (98)
- Prefer not to say (99)

CONDITION	f('E2').any('1')			
	<table border="1"> <tr> <td>true</td> <td>false</td> </tr> <tr> <td>Question E3(E3.)</td> <td></td> </tr> </table>	true	false	Question E3(E3.)
true	false			
Question E3(E3.)				

E3 - E3.

Have you also witnessed an incident where you did not take any action?

- (A)
- Yes (1)
- No (2)

E7 - E7.

How satisfied were you with the university's response to your complaint?

- (A)
- Very satisfied (1)
- Satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Dissatisfied (4)
- Very dissatisfied (5)

- Not sure (98)
- Prefer not to say (99)

CONDITION	f('E7').any('4','5')
	Question e8precodes function()
	true
	false

E8 - E8.

Why were you dissatisfied?

Please select all that apply

- (A)
- The complaint process is too complex (1)
- Complaining did not make a difference (2)
- My complaint was not kept confidential (3)
- My career was negatively impacted as a result of my complaint (4)
- My grades were negatively impacted as a result of my complaint (5)
- I was not believed (6)
- The complaint process took too long (7)
- Other (please specify) (96) _____

- Not sure (98)
- Prefer not to say (99)

END	Condition f('E7').any('4','5')
-----	--------------------------------

END	Condition f('E6').any('1')
-----	----------------------------

END	Condition f('E1a').any('1','2','3','4','5','6','7','96')
-----	--

CONDITION

f('E2').any('2') || f('E3').any('2')

true

false

Question E9(E9.)

E9 - E9.

In the last two years at [^]f('bUniversity')[^] for the incident/s in which you witnessed racism and did not take any action, which of the following best explains your reason for not doing so?

Please select all that apply

- (A)
- I didn't think taking action or complaining would make a difference (1)
- I didn't know how to make a complaint (2)
- The complaint process is too complex (3)
- I wanted to avoid conflict or preserve positive relationships (4)
- I was afraid of violence, abuse or backlash (5)
- I did not think it was important enough to make a complaint (6)
- Racism is tolerated on campus (7)
- Other (please specify) (96)_____
- Not sure (98)
- Prefer not to say (99)

END

Condition f('E2').any('2') || f('E3').any('2')

END

Condition f('E1').any('1')

END

Condition f('C1').none('1','3','13')

F1info

You have almost completed the survey, just a few more questions about you.

F1 - F1.

In what country or nation were you born?

#F1 {margin-bottom:0px;padding-bottom:0px;} #F1pns {margin-top:0px;padding-top:0px;}

F1pns

- Not sure (98)
- Prefer not to say (99)

F1a1 - F1a1

In what country/countries were your parent(s) born?

.cf-grid-layout__row-text {max-width:80px;} #F1a1 {margin-bottom:0px;padding-bottom:0px;} #F1a1pns {margin-top:0px;padding-top:0px;}

Parent 1: (1) _____

F1a1pns

- Not sure (98)
- Prefer not to say (99)

F1a2 - F1a2.

#F1a2 {margin-bottom:0px;padding-bottom:0px;} #F1a2pns {margin-top:0px;padding-top:0px;}

Parent 2: (1) _____

F1a2pns

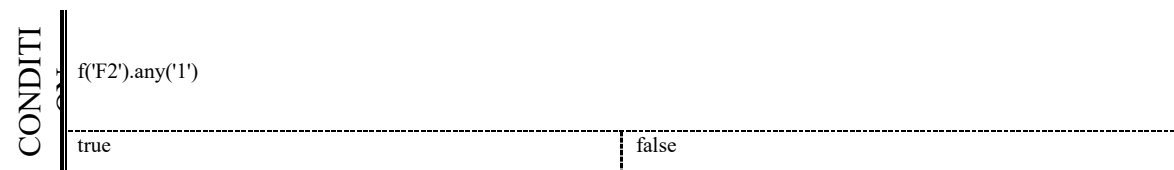
- Not applicable (97)
- Not sure (98)
- Prefer not to say (99)

F2 - F2.

Do you speak any languages other than English at home?

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)



Question F2abPage()

F2a - F2a.

What are the main languages other than English that you speak at home?

.cf-grid-layout__row-text {max-width:20px;} #F2a {margin-bottom:0px;padding-bottom:0px;} #F2apns {margin-top:0px;padding-top:0px;}

- 1. (1) _____
- 2. (2) _____

F2apns

Prefer not to say (99)

F2b - F2b.

Do you also speak English at home?

- (A)
- Yes (1)
- No (2)

END

Condition f('F2').any('1')

F3 - F3.

Do you have a religion or spiritual belief?

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)

CONDITION

f('F3').any('1')

true

Question F3aPage()

false

F3a - F3a.

What is your religion?

For example, Aboriginal Traditional Beliefs, Mahayana Buddhism, Catholic, Anglican Church of Australia, Hinduism, Islam, Sunni, Judaism, Sikhism, Rātana Māori, Personal Spiritual Beliefs .cf-grid-layout __row-text {max-width:20px;} #F3a {margin-bottom:0px;padding-bottom:0px;} #F3apns {margin-top:0px;padding-top:0px;}

(1) _____

F3apns

- Not sure (98)
- Prefer not to say (99)

END || Condition f('F3').any('1')

F4 - F4.

Which ethnic, cultural national origin group(s) do you identify with?

(insert multiple answers if needed) .cf-grid-layout __row-text {max-width:20px;} #F4 {margin-bottom:0px;padding-bottom:0px;} #F4pns {margin-top:0px;padding-top:0px;}

- 1. (1) _____
- 2. (2) _____
- 3. (3) _____

F4pns

- Not sure (98)
- Prefer not to say (99)

F5 - F5.

Regardless of whether you were born in Australia or another country, we are interested in what other people at ^f('bUniversity')^ think your race, ethnicity or cultural background is.

This is a question about the assumptions other people make about you or how other people see you based on your appearance – not how you identify yourself. You can select up to three.

- (A)
- Aboriginal and/or Torres Strait Islander (1)
- European (such as Australian of European heritage, English, Italian, Afrikaner) (2)
- Middle Eastern or North African (such as Lebanese, Egyptian, Moroccan) (3)
- Arabic or Persian (such as Palestinian, Jordanian or Iranian) (4)
- Black African, African American or Afro-Caribbean (5)
- Latin American / Hispanic (6)
- East Asian (such as Chinese, Korean, Japanese) (7)
- Southeast Asian (such as Vietnamese, Thai, Filipino) (8)
- South Asian (such as Indian, Pakistani, Bangladeshi, Nepali) (9)
- Māori, New Guinean or Pacific Islander (such as Fijian, Samoan) (10)

Other (please detail) (96) _____

Not sure (98)

Prefer not to say (99)

F7 - F7.

What is your gender?

(A)

Man or male (1)

Woman or female (2)

Non-binary (3)

Trans man (4)

Trans woman (5)

Transitioning, affirming gender (6)

I use a different term (please specify) (96) _____

Not sure (98)

Prefer not to say (99)

F8 - F8.

Do you consider yourself to be...

(A)

Straight or heterosexual (1)

Gay or Lesbian (2)

Bisexual (3)

Asexual (4)

Different identity (please specify) (96) _____

Not sure (98)

Prefer not to say (99)

CONDITION	f('A3').any('1','3')
	Question F9(F9.)
	true
	false

F9 - F9.

What level of university qualification are you currently enrolled in at ^f('bUniversity')^?

(A)

Advanced Diploma and/or Diploma (1)

Bachelor Degree (2)

Graduate Diploma and/or Graduate Certificate (3)

Master degree (4)

Doctoral degree (5)

- Other postgraduate degree (6)
- Vocational (skills based) (7)
- Other (please detail) (96) _____

- Not sure (98)
- Prefer not to say (99)

F9a - F9a.

Are you currently studying as a:

- (A)
- Full-time student (1)
- Part-time student (2)

- Not sure (98)
- Prefer not to say (99)

F10 - F10

What is your main field of study?

(for example, Computer Science, Sociology, Economics, Nursing).

F11 - F11.

While studying for your current qualification, have you ever lived in student accommodation or residences?

These include colleges, halls, houses or residences operated by the university or non-university organisations (such as churches and companies like UniLodge, Student Housing Australia or Urbanest).

- (A)
- Yes (1)
- No (2)

- Not sure (98)
- Prefer not to say (99)

END || Condition f('A3').any('1','3')

F11b - F11b.

And, almost finally, two questions about how you think about different cultures and people of different racial, ethnic and/or cultural backgrounds.

To what extent do you agree or disagree with the following statements?

	(A)	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)		Not sure (98)	Prefer not to say (99)
It is a good thing for society to be made up of different cultures (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All races of people ARE equal (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

F12info

The final question provides an opportunity for you to tell us more about your experiences and views about racism or racial discrimination at ^{^f('bUniversity')^} via an open text response.

It can be upsetting and potentially triggering to relive experiences of racism or racial discrimination. It might be best to not complete this section if you're feeling vulnerable, distressed or at risk of self-harm.

Because this is an anonymous survey, if you raise issues, including criminal offences, which require follow-up, these should be made directly to the relevant authorities and not in your response to the next question.

F12a - F12a.

Thinking about your experiences, do you have any suggestions for how ^{^f('bUniversity')^} could address racism or improve inclusivity and equity?

This question is OPTIONAL. Please click the 'Next' button to submit your responses.

F12b - F12b.

If you have experienced being subject to, or seeing and hearing racism and/or racial discrimination at ^{^f('bUniversity')^}, is there anything else you would like to say about your experience?

This question is OPTIONAL. Please click the 'Next' button to submit your responses.

F12c - F12c.

If you have experienced racism and/or racial discrimination at ^{^f('bUniversity')^}, do you wish to say anything else about how this affected your university student or employment experience?

This question is OPTIONAL. Please click the 'Next' button to submit your responses.

PrizeDraw

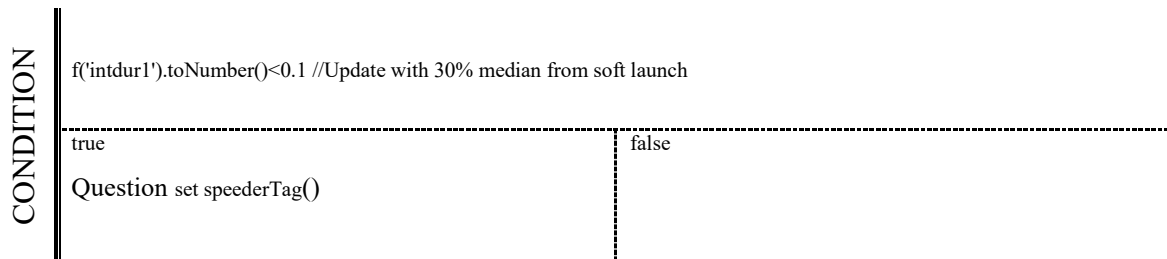
Do you wish to enter a prize draw to receive one of fifty \$50 gift vouchers?

- Yes (1)
- No (2)

PrizeDrawEmail

Please provide your email address here:

You do not have to use your university email account. You can use your personal email account or create an email account for this purpose, and this address will not be retained except for the purpose of the prize draw and will then be deleted.



END Condition f('intdur1').toNumber() $<$ 0.1 //Update with 30% median from soft launch

Complete –

Thank you for completing the Racism@Uni. Your answers have been recorded and you can now close the survey.

STOP *If you suffer any psychological distress as a result of participating in the Racism@Uni Survey, you should contact your university student or staff wellbeing and counselling support service.*

You can also get in touch with the services listed below or visit their websites for information and support.

Support and Counselling Services:

Beyond Blue Support Service (24/7):
1300 22 4636 www.beyondblue.org.au

Lifeline (24/7):
(24/7) 13 11 14 <https://www.lifeline.org.au>

Mensline (24/7):
130078 99 78 <http://www.mensline.org.au>

Suicide Call Back Service
1300 659 467

13Yarn
139276 <https://www.13yarn.org.au/contact-us-13yarn>

Transcultural mental health line (selected states only)
NSW 1800 648 911
QLD 1800 188 189
VIC <https://vtmh.org.au/>
NT <https://www.mentalhealthnt.com.au/support-for-multicultural-people>

QLife (LGBTI+, 3pm to midnight)
1800 184 527

ADDITIONAL ONLINE RESOURCES

BeyondBlue provides information about self-care and wellbeing tips and strategies:
www.beyondblue.org.au/personal-best/pillar/wellbeing

WellMob provides social, emotional and cultural wellbeing online resources for Aboriginal and Torres Strait Islander People: <https://wellmob.org.au/>

Headspace provides young people aged between 12-25 information relating to general mental health, physical health, work and study:
<https://headspace.org.au/online-and-phone-support/>
<https://headspace.org.au/interactive-activities/wellbeing/>

ReachOut provides information about different mindfulness, coping and self-care strategies –
<https://au.reachout.com/mental-wellbeing/self-care>

Healthtalk Australia provides self-care strategies and real-life patient, carer and health professional stories on film and audio: www.healthtalkaustralia.org/supported-decision-making/self-help-strategies/