



Version No.	Version 1.1
Last Revised	25 August 2026
Effective Date	25 August 2026
Responsible Person	The Board

RACIAL JUSTICE POLICY

For the purpose of this policy:

- 'CRSF' means the Cambodia Rural Students Foundation.
- 'CRST means the Cambodia Rural Students Trust.

This policy outlines the CRSF's commitment to advancing racial justice by fostering an organisational culture that values diversity, promotes equity, and actively challenges racism in all its forms. This policy establishes CRSF's commitment to preventing and addressing racial discrimination, promoting anti-racist practice, and ensuring that all people are treated with dignity, respect, fairness, and cultural safety.

1. Purpose

CRSF recognises that racism, whether individual, interpersonal, institutional, or systemic, creates barriers to participation, opportunity, wellbeing, and human rights. Through this policy, CRSF seeks to create equitable environments for employees, volunteers, Board members, beneficiaries, partners, and the communities with whom we work.

CRSF recognises that racism, whether individual, interpersonal, institutional, or systemic, creates barriers to participation, opportunity, wellbeing, and human rights.

CRSF is dedicated to upholding the dignity, equality, and human rights of all people. We acknowledge that racism, discrimination, and systemic inequalities can limit access to opportunities and inclusion. All CRSF representatives are expected to promote racial justice, challenge discriminatory behaviours, and act with respect, fairness, and cultural humility.

CRSF strives to maintain an environment free from racism, harassment, and exclusion, where diversity is valued and everyone is treated with dignity and respect. We are committed to preventing and addressing racism through open dialogue, safe reporting processes, and actions that strengthen equity and inclusion across our organisation.

2. Scope and Coverage

Unless the context otherwise applies, this policy applies to the CRSF Board and its directors, team members, advisors and mentors, the CRST management team and leadership team, all teachers, all CRSF and CRST volunteers, guests and visitors, contractors, consultants, all CRST students and all children and young people involved in CRST activities.

CRSF has appointed Jessica Palti and Aviv Palti as its Racial Justice Officers for the purpose of this policy.

Contact details are as follows:

Aviv Palti: aviv.palti@lifestyleb.com

Jessica Palti: jessica.palti@lifestyleb.com

At all times all reporting processes detailed in this policy will be subject to the wishes and welfare of the complainant the subject of such reporting process.

3. Policy Statement

CRSF believes that every individual has the right to be treated with dignity, respect, fairness, and equality regardless of race, ethnicity, colour, ancestry, nationality, cultural background, or other protected characteristics.

CRSF is committed to:

- (a) Promoting racial justice through equitable policies, practices, and decision-making.
- (b) Preventing racism, racial discrimination, harassment, and victimisation.
- (c) Creating culturally safe and inclusive environments where diversity is recognised as a strength.
- (d) Removing systemic barriers that disadvantage individuals or communities.
- (e) Listening to and valuing the voices and lived experiences of culturally diverse communities.
- (f) Holding all representatives accountable for respectful, inclusive, and anti-racist behaviour.

4. GUIDING PRINCIPLES

CRSF will be guided by the following principles:

4.1 Human Rights

Every person deserves dignity, equality, and respect. Human rights underpin all organisational decisions and interactions.

4.2 Anti-racism

CRSF recognises that eliminating racism requires active and ongoing action. We are committed to identifying, challenging, and changing behaviours, systems, and practices that contribute to racial inequity.

4.3 Equity

Fairness does not always mean treating everyone the same. CRSF will provide equitable access to opportunities, services, participation, and support by recognising and responding to different needs and barriers.

4.4 Inclusion

CRSF will create environments where everyone feels welcomed, respected, heard, and able to participate fully.

4.5 Cultural Safety

CRSF will work to ensure that all people experience environments that are respectful of their cultural identities and free from discrimination, stereotyping, or exclusion.

5. Accountability

Everyone representing CRSF shares responsibility for promoting racial justice and preventing discrimination.

6. Definitions

For the purposes of this policy:

Anti-racism is the active process of identifying, challenging, preventing, and eliminating racism through policies, practices, behaviours, and systems that promote racial equity.

Cultural Safety is an environment where individuals feel respected, valued, and safe to express their cultural identity without fear of discrimination or exclusion.

Discrimination is unfair or unequal treatment based on race, ethnicity, colour, ancestry, nationality, or cultural background.

Diversity recognises and values the differences between people, including race, ethnicity, culture, language, religion, gender, disability, age, sexual orientation, and lived experience.

Equity means ensuring fair access to opportunities and resources by recognising and addressing different barriers and circumstances.

Inclusion means creating environments where everyone is welcomed, respected, valued, and able to participate fully.

Racial Discrimination means any distinction, exclusion, restriction, or preference based on race or ethnicity that limits equal participation or enjoyment of rights.

Racial Equity exists when race no longer predicts a person's opportunities, treatment, or outcomes.

Racial Justice is the systematic fair treatment of people of all races through equitable opportunities, access, and outcomes by addressing the root causes of racial inequity.

Racism includes prejudice, discrimination, or unequal treatment based on race and can occur at individual, interpersonal, institutional, or systemic levels.

Victimisation means treating someone unfavourably because they have raised or supported a complaint about racism or discrimination.

7. Roles and Responsibilities

The CRSF Board is responsible for:

- (a) Demonstrating leadership in racial justice.
- (b) Ensuring adequate governance and oversight.
- (c) Monitoring implementation of this policy.
- (d) Promoting accountability across the organisation.

8. Leadership

Leaders will:

- (a) Promote an inclusive organisational culture.
- (b) Model anti-racist behaviours.
- (c) Ensure fair employment and recruitment practices.
- (d) Address concerns promptly and appropriately.
- (e) Support continuous learning.

8.2 Employees and Volunteers

All representatives of CRSF must:

- (a) Treat everyone with dignity and respect.
- (b) Actively contribute to inclusive and culturally safe environments.

- (c) Challenge discriminatory behaviour where appropriate.
- (d) Complete required racial justice and cultural competency training.
- (e) Report incidents of racism or discrimination.

8.3 Expected Standards of Behaviour

All representatives are expected to:

- (a) Demonstrate respect in all interactions.
- (b) Value cultural diversity.
- (c) Avoid language or behaviour that is discriminatory or exclusionary.
- (d) Support equitable decision-making.
- (e) Promote respectful dialogue across cultures.
- (f) Contribute to safe and inclusive workplaces and communities.

The following behaviours are unacceptable:

- (a) Racist language or slurs.
- (b) Harassment based on race or ethnicity.
- (c) Racial stereotyping.
- (d) Excluding individuals because of race or cultural background.
- (e) Bullying related to racial identity.
- (f) Discriminatory recruitment or employment practices.
- (g) Retaliation against someone who reports racism.

9. Reporting Concerns

Anyone who experiences or witnesses racism, discrimination, harassment, or victimisation is encouraged to report their concerns.

- (a) Reports may be made through established CRSF reporting mechanisms and will be handled:
 - (i) respectfully;
 - (ii) confidentially where possible;
 - (iii) promptly;
 - (iv) fairly;
 - (v) without victimisation or retaliation.

All concerns will be assessed and responded to in accordance with CRSF's complaints, safeguarding, and disciplinary procedures.

10. Education and Continuous Improvement

CRSF is committed to ongoing organisational learning through:

- (a) regular anti-racism education;

- (b) cultural competency and cultural safety development;
- (c) policy review;
- (d) consultation with diverse communities;
- (e) monitoring organisational practices to identify inequities;
- (f) continuous improvement based on evidence and feedback.

11. Monitoring and Review

This policy will be reviewed periodically or sooner where required by organisational needs or emerging best practice.

CRSF will monitor implementation of this policy through governance oversight, workforce feedback, complaints data, training participation, and continuous improvement activities to ensure that the organisation continues to advance racial justice and equitable outcomes.

12. Related Policies

This policy should be read in conjunction with:

- (a) Code of Conduct
- (b) Child and Youth Protection Policy
- (c) Equal Employment Opportunity Policy
- (d) Complaints Handling Policy
- (e) Gender, Disability and Diversity Policy
- (f) Privacy Policy