

<p style="text-align: center;"><b>CANADORE COLLEGE</b> <b>ANTI-RACISM and ANTI-HATE ANNUAL REPORT</b></p>
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**REPORT CYCLE:** 2025 Annual Report

**BACKGROUND:**

Canadore College maintains a suite of Policies, Procedures and Guidelines in support of creating safe campus environments including combating racism and hate on campus. A Ministers Anti-racism and anti-hate directive was enacted in 2024, requiring institutions to ensure adequate tools are available to meet specific directive thresholds.

From the Directive:

Recognizing each institution and campus community is diverse and unique, the objectives of this directive are to:

- Promote safe, inclusive, and respectful campuses free from harassment and discrimination.
- Improve transparency and consistency in policies and response to incidents of racism and hate in postsecondary environments.
- Increase awareness of, and ease of access to, institutional policies and processes.
- Ensure complaints mechanisms are responsive, effective, and safe for complainants.
- Foster positive student experiences and thriving campus communities to support learning and optimize academic, and ultimately, labour market success.
- Preserve integrity and public trust in Ontario's publicly assisted postsecondary institutions.

This report is presented to the Board of Governors and posted publicly on the college website by January 31 of each year.

**ANNUAL OUTCOMES:**

Canadore College updates policies on a regular cycle and ongoing as needed. An annual ministry compliance review of Canadore occurred in mid-2025 and one item required attention. The college did not have an anonymous complaint mechanism in place. A website based anonymous form was completed and is available on the public website in the Policies and Procedures Section. Canadore College is in compliance with directive outcomes and scope for the year 2025.

Annually, the College must also report on the number of complaints and the nature and type of complaint. The group to which the complaint applies, the Code group as appropriate (e.g., ethnicity, race, religion) and the subcategory as appropriate are to be included. Outcomes of the incidents, including response and resolution timelines, are to be included as appropriate and relevant.

In 2025, Canadore received three racism-related complaints linked to this directive. All complaints were reviewed. Two of the complaints were resolved without investigation, and the third complaint was resolved informally within 30 days.

Linked Documents and Resources:

**Legislation:**

Human Rights Code, R.S.O. 1990, c. H.19

Occupational Health and Safety Act, R.S.O. 1990, c. O.1

Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31

**College Policies:**

Respectful College Community Policy (B-11)

Safe College Community Policy (B-29)

Sexual Assault and Sexual Violence Policy (B-33)

Non-Academic Involuntary Withdrawal Policy (C-29)

Academic Freedom Policy (A-15)

Free Speech Policy Statement

Health and Safety Policy Statement (HSES-1.1)