

SA18 Combating Racism and Hate

Classification:	Student Affairs
Responsible Authority:	Director, Student Support Services
Executive Sponsor:	Vice President, Student Services
Approval Authority:	Algonquin College Executive Team
Date First Approved:	2025-01-02
Date Last Reviewed:	New
Date to Complete Mandatory Review:	2026-07-02

PURPOSE

Outline institutional commitments to its campus community with respect to anti-racism/anti-hate aimed to address all forms of racism and hate including but not limited to anti-Indigenous racism, anti-Black racism, antisemitism and Islamophobia. The goal is to maintain a thriving, inclusive campus community that supports student learning and the employee experience.

The policy complies with the Ministry of College and University Directive on Anti-Racism/Anti-Hate and has been developed as part of the *Strengthening Accountability and Student Supports Act, 2024*.

SCOPE

This policy applies to all members of the College Community, including students, employees of the College, staff of the Students' Association, contractors, clients, volunteers, guest speakers and visitors to the College.

DEFINITIONS

Word/Term	Definition
Anti-black Racism	Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, to the extent that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifest in the current social, economic, and political marginalization of African Canadians, which includes unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.

Anti-indigenous Racism	<p>Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.</p> <p>Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived-experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous people.</p>
Antisemitism	<p>Antisemitism is latent or overt hostility, or hatred directed towards, or discrimination against, individual Jewish people or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual, and religious heritage.</p>
Discrimination	<p>One or a series of action(s) or behaviour(s) related to one or more of the prohibited grounds, as defined by the Ontario Human Rights Code (“the Code”), that results in unfavourable or adverse treatment which negatively affects or could negatively affect the employment status of an employee or the status of a student.</p>
Discrimination/ Harassment	<p>One or a series of vexatious comment(s) or conduct related to one or more of the prohibited grounds that is known or ought reasonably to be known to be unwelcomed/unwanted, offensive, intimidating, derogatory or hostile. It may include, but is not limited to, gestures, remarks, jokes, taunting, innuendo, display of offensive materials, offensive graffiti, threats, verbal or physical assault, imposition of academic penalties, hazing, stalking, shunning or exclusion.</p>
Hate Speech	<p>The use of extreme language or a form of communication that expresses detestation for or vilifies an individual or group of individuals based on colour, ethnicity, place of origin, race, creed, gender, or sexual orientation, among other grounds of discrimination under Ontario’s Human Rights Code. Hatred is often rooted in anti-Black, anti-Asian and anti-Indigenous racism, misogyny, homophobia, transphobia, antisemitism, Islamophobia and white supremacy.</p>

Source: Ontario Human Rights Commission

Islamophobia	Islamophobia is racism, stereotypes, prejudice, fear, or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level.
Reprisals or Retaliation	Adverse action taken against an individual for invoking this policy or for participating or cooperating in an investigation under this policy or for associating with someone who has invoked this policy or participated in the policy's procedures.

POLICY

The creation of a College that is diverse, inclusive, respectful and protects the human rights of all, including those groups designated under the Ontario Human Rights Code, requires the work of every member of our college community, across all of our campuses, including students, employees of the College, staff of the Students' Association, contractors, clients, volunteers, guest speakers and visitors to the College.

Principles

1. The College aligns with the obligations under the Ontario Human Rights Code, and is committed to fostering an inclusive educational, working, and living environment.
2. The College will take meaningful action to create an inclusive, safe, and caring environment and is committed to preventing, challenging, dismantling, and eliminating racism and hate in all its forms.
3. The College seeks to take proactive measures that educate, support dialogue, early intervention, and de-escalation. This includes proactively assessing and addressing signs of systemic discrimination with actions, education, and discourse.
4. Reported incidents of racism and/or hate will be taken seriously and investigated in a manner that ensures due process in alignment with policy and procedures listed below. There is a commitment to support an environment where individuals can make a report in good faith about racism or hate that they have experienced, been affected by or have witnessed. See Appendix A.
5. Responses to acts of racism and hate, including discrimination or harassment, will be timely, effective and proportionate.

6. The College acknowledges there are intersections between academic freedom, scholarly independence, and freedom of speech and expressions. Please refer to the Related Policies section for further information.
7. The College acknowledges the limitations inherent in any policy of this nature, and commits to ongoing revisions as detailed in AD01 Administration of College Policies, including through consultation. The College will review all policies with an anti-racism lens as part of their scheduled review.
8. Members of the College Community can exercise their right to make a complaint pursuant to this policy without fear of retaliation or reprisal. The rights of both complainants and respondents will be safeguarded to the extent possible with respect to the hearing of complaints.

Public Reporting under this Policy:

1. By January 31st of each year the annual report on Combating Racism and Hate will be made publicly available on the College's diversity website at www.algonquincollege.com/diversity and provided to the Minister of Colleges and Universities.
2. The report will contain, aggregated data on:
 1. A review of the actions taken by the College to prevent and combat racism and hate.
 2. The number and type of complaints reported by students, faculty or staff including a general description/ categorization of the complaints (e.g., verbal, physical, property), including the number of complaints that do not proceed to a review.
 3. As applicable, the associated Code group (e.g., ethnicity, race, religion, sexual orientation) and the sub-category (e.g., anti-Black racism, anti-Indigenous racism, antisemitism and Islamophobia).
 4. Outcomes of these incidents including response and resolution timelines (e.g., the number of months to resolve a complaint), findings of investigations, disciplinary measures taken and any involvement of law enforcement.

PROCEDURE

This policy leverages existing policies for complaint or reporting intake. The corresponding procedures will be adhered to, and internal reporting will be coordinated to inform annual reporting.

For complaints of incidents related to racism and / or hate, the procedure, as possible, will aim to reflect the needs of individuals and groups that may be targets of racism and hate.

Action / Intake	Policy / Procedure Reference
Active incident where a person's safety is in immediate danger related but not limited to racism and / or hate.	Contact Security Services (on duty 24/7) 613-727-4723 ext. 5000 Security Office A149
Report an Incident related to an employee and/or the workplace including but not limited to racism and / or hate. (applies to and may be reported by all members of the College Community, including students, employees of the College, staff of the Students' Association, contractors, clients, volunteers, guest speakers, and visitors to the College)	Procedure for HR22 Respectful Workplace (guiding principles of expected conduct are outlined in HR18 Employee Code of Conduct)
Report an Incident related to Student Conduct	SA07 Student Conduct
Make an anonymous report of racism or hate.	https://www.integritycounts.ca/org/algonquincollege Hotline: 1-866-921-6714
Pursue the resolution of any college-related concern through an independent, impartial, and confidential process, including incidents of racism or hate. The use of Ombudsman services is voluntary and free to any member of the Algonquin College community.	College Ombudsman
College's beliefs, values, and commitments regarding inclusion and diversity in the workplace and related expectations for all employees.	HR24 Inclusion and Diversity Complaints or Incident Reporting through HR22 Respectful Workplace
Student Complaint related to their academic experience where a college policy is not already in place	SA03 Student Complaints

For guidance on policies and procedures related to the College's commitment to inclusion, diversity, anti-racism and anti-hate as well as the Annual Report to the Minister of Colleges and Universities.	Contact the Office of the Vice President, Student Services
Any complaint that is not addressed through institutional processes.	Ontario Ombudsman
For information on resources and supports for students	Contact Student Support Services
For information on resources and supports for employees	Contact Human Resources

SUPPORTING DOCUMENTATION

Appendix 1 – Procedure

RELATED POLICIES

AD01: Administration of College Policies
AD07: Upholding Free Speech
AD18: Social Media Account Management
AD21: Safe to Speak Up
HR18: Employee Code of Conduct
HR22: Respectful Workplace
HR24: Equity, Diversity and Inclusion
SA03: Student Complaints
SA07: Student Conduct

Appendix 1: Procedure

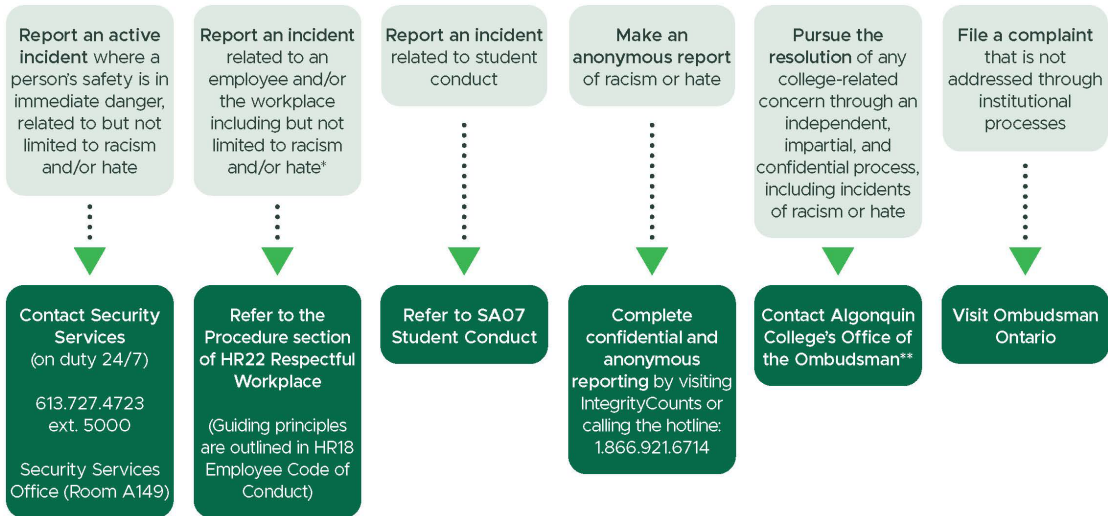


POLICY SA18 Combating Racism and Hate

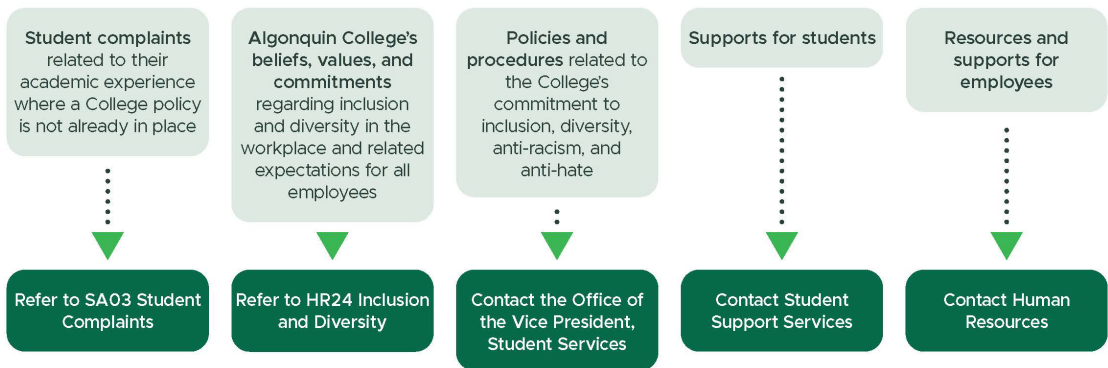
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IF YOU WANT TO:



IF YOU WANT TO LEARN MORE ABOUT:



*Applies to and may be reported by all members of the College community, including students, employees of the College, staff of the Students' Association, contractors, clients, volunteers, guest speakers, and visitors to the College.

**The use of the Ombudsman at Algonquin College is voluntary and free to any member of the Algonquin College community.