

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:	2026-04-27
Date to Complete Mandatory Review:	2031-04-27

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 Colleges, Universities, Research Excellence and Security 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
College Community	The College Community refers to Algonquin College students, employees, volunteers, and contractors.
Discrimination	Discrimination is an action, behavior, decision or omission that treats a person or group of people unfairly and badly for reasons linked to personal traits, such as race, age, or disability. These reasons, also called grounds, are protected under the Canadian Human Rights Act. Discrimination may be intentional or unintentional.
Discriminatory Harassment	Engaging in a course of vexatious comments or conduct against another that is known or ought reasonably to be known to be unwelcome/unwanted.
Hate Speech	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 <i>Human Rights Code</i> . Hatred is often rooted in anti-Black, anti-Asian and anti-Indigenous racism, misogyny, homophobia, transphobia, antisemitism, Islamophobia and white supremacy. Source: Ontario Human Rights Commission
Racism	Beliefs, attitudes, prejudice, stereotyping and/or discrimination directed at an individual or group of individuals based upon race, common ancestry, or place of origin.

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 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 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. The College commits to support an environment where individuals can safely make a report in good faith about racism or hate that they have experienced, been affected by or have witnessed with the confidence that their report will be taken seriously and addressed through a fair, transparent and respectful process. See Appendix 1.
5. Responses to acts of racism and hate, including discrimination or harassment, will be timely, and proportionate.
6. This Policy operates within the Colleges broader policy framework and is intended to be interpreted and applied in a manner consistent with other applicable College policies and governing principles, including those related to academic freedom, scholarly independence, and freedom of expression. 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 AD 01 Administration of College Policies,

including through consultation.

8. The College recognizes that racism and hate may intersect with other forms of discrimination, including those based on gender, disability, sexual orientation, socio-economic status, immigration status, and other Code protected grounds compounding harm and impacting individuals' experiences and access to support.
9. 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.
10. All responses to incidents will be conducted using trauma informed, culturally responsive and anti oppressive approaches. As an investigation is carried out, individuals can expect regular updates from Security Services that detail progress, and details of resolution.

NOTE . There is support for persons who believe they have been subject to acts of discrimination, hate or racism. Students can obtain support from Counselling Services at <https://www.algonquincollege.com/counselling/> and employees can obtain support from Human Resources at <https://www.algonquincollege.com/hr/> . If you are in trouble, Contact Security Services at <https://www.algonquincollege.com/safety-security-services/> or call 911.

Public Reporting under this Policy

Public reporting under this policy on Combating Racism and Hate will be in compliance of the requirements of the Ministry of Colleges, Universities, Research Excellence and Security and made available on the College's diversity website at <https://www.algonquincollege.com/diversity/combating-racism-hate/> .

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 (Anti-Harassment and Anti-Discrimination)
 HR24: Equity, Diversity and Inclusion
 SA03: Student Complaints
 SA07: Student Conduct

APPENDIX 1: 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.	Call 911 and 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
Make a report of racism or hate.	Contact Security Services (on duty 24/7) 613-727-4723 ext. 5000 Security Office A149
Pursue the resolution of any college-related concern through an independent, impartial, and confidential process, including incidents of racism or hate.	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