

Combating Racism and Hate Policy Annual Report 2025

Institution Name: Algonquin College

Reporting Period: January 1 – December 31, 2025

Date of Submission: January 2026

Submitted to: Board of Governors and Ministry of Colleges, Universities, Research Excellence and Security

Contact Person: Ben Bridgstock, Director, Student Support Services,
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Policy Overview

- **Policy Title:** Combating Racism and Hate (SA18)
- **Date of Last Review:** 2025-01-02
- **Next Scheduled Review:** 2026-07-02
- **Link to Public Policy Page:**

Executive Statement

Algonquin College is committed to inclusion, diversity, equity, accessibility and social responsibility. This commitment is supported by consistent, meaningful action. Over the past year, the College community has continued to confront the realities of systemic racism, discrimination, and hate in all their forms—with honesty, resolve, and a deep sense of responsibility.

The college remains steadfast in commitment to anti-racism. This means actively identifying and dismantling barriers, addressing biases, and fostering an environment where every individual—regardless of race, ethnicity, religion, gender, sexual orientation, or background—feels safe, valued, and empowered.

Hate has no place in our communities, in our workplaces, or in our future. The college takes deliberate steps to ensure that our policies, practices, and culture reflect this truth. Through ongoing education, partnerships, policies, practices, and inclusive leadership, the college leads anti-hate through action to contribute to a continued equity and understanding.

Algonquin College is committed to listening, learning, and leading with our values of caring, integrity, learning and respect.

Kin Choi, Vice President, Human Resources

Krista Pearson, Vice President, Student Services

Complaint Statistics – Employees and Students

This is for the reporting year 2025 during which there were a range of 28 reported complaints from the college community.

Complaint #	Complaint Type	Category (Verbal, Physical, Property)	Associated Code Group (Race, religion, sexual orientation etc.)	Sub-Category	Proceeded to Review	Timeline Resolution	Investigation Findings	Disciplinary Measures
Example	Discrimination	Verbal	Race	Anti-Black racism	Yes	Three months	SA07 violation found	Formal warning issued
2025 - 7	Harassment, Code of Conduct and Student Complaint	Verbal	Race, Creed		Yes	56 days	No Breach	None
2025 - 3	Harassment, Code of Conduct	Verbal	Race	Anti Black Racism	Yes	68 days	Breach	Termination
SEC-1	Hate speech, social media	Social media	Race	Islamophobia	Yes	13 days	SA07 violation found	Formal warning issued
SEC-2	Hate speech, social media	Social media	Race	Anti-Black racism	Yes	11 days	Criminal	Referred to Police
SEC-3	Staff member racially abused	Verbal	Race	Anti-Black racism	Yes	76 days	SA07 violation found	Formal warning issued
SEC-4	Hate speech, online	Online	Sexual orientation	Homophobia	No	14 days	Off campus	No action taken
SEC-5	Hate speech, social media	Online	Race	Anti-Black racism	No	7 days	Off campus	No action taken
SEC-6	Private conversation making homophobic comments	Verbal	Sexual orientation	Homophobia	Yes	1 day	SA07 violation found	Verbal warning issued
SEC-7	Student harassed by a classmate	Verbal	Gender		Yes	41 days	SA07 violation found	Encumbered
SEC-8	Racist graffiti in a washroom	Written	Race	Anti-Black racism	No	1 day	Suspect unknown	N/A
SEC-9	Student harassed by a classmate	Verbal	Race	Islamophobia	Yes	13 days	SA07 violation found	Formal warning issued
SEC-10	Non-student made offensive remarks to students	Verbal	Race	Anti-Asian racism	No	1 day	Non-student	N/A

SEC-11	Non-student asked to depart campus and made racist comment	<i>Verbal</i>	Race	Anti-Black racism	No	1 day	non-student	N/A
SEC-12	Security observed a swastika drawn in a bathroom	Property	Race	Antisemitism	No	1 day	Suspect unknown	No action taken (in a bathroom with no CCTV)
SEC-13	Security observed a swastika drawn in a bathroom (repeated report from above (48622)	Property	Race	Antisemitism	No	1 day	Suspect unknown	No action taken (in a bathroom with no CCTV)
SEC-14	Security observed graffiti in a stairwell.	Property	Race	Antisemitism and Anti-Black racism	No	1 day	Suspect unknown	No action taken (no CCTV)
SEC-15	Anonymous email sent regarding prospective student using racial slurs to peers.	Social media	Race	Anti-Black racism	Yes	1 day	Non-student	No action taken
SEC-16	Concerning email sent to multiple AC departments with hate speech and threats	Social media	Race	Anti-Somalian racism	Yes	3 days	Criminal /suspect unknown	Reported to OPS
SEC-17	Security observed a vehicle drive through a picket line and yell hate speech to picketers	<i>Verbal</i>	Gender	Homophobia	Yes	1 day	Suspect unknown	No action taken
SEC-18	Contractor reported Palestine/Israel graffiti in a washroom.	Property	Race	Islamophobia	No	1 day	Suspect unknown	No action taken (in a bathroom with no CCTV)
SEC-19	Students reported sexual harassment and hate speech from another classmate	<i>Verbal</i>	Race	Anti-Hispanic racism	Yes	3 days	SA07 violation found	Formal warning issued

SEC-20	Contractor reported student making racist comments towards them.	<i>Verbal</i>	Race	Anti-Muslim racism	Yes	6 days	SA07 violation found	Formal warning issued
SEC-21	Staff reported potential students displaying hate speech.	Social media	Race	Anti-Indian racism	Yes	2 days	Non-student	No action taken
SEC-22	Student reported staff made inappropriate and offensive comments.	<i>Verbal</i>	Race	Anti-Asian racism	Yes	11 days	HR18 potential violation	Passed to HR
SEC-23	Student reported hate speech on a whiteboard in a classroom.	Property	Race	Antisemitism and Islamophobia	Yes	2 days	Suspect unknown	No action taken (no CCTV)
SEC-24	Security observed hate graffiti in a washroom.	Property	Race	Antisemitism	No	1 day	Suspect unknown	No action taken (no CCTV)
SEC-25	Staff reported students being racially abused by two students.	<i>Verbal</i> and Social media	Race	Anti-Black racism	Yes	6 days	SA07 violation found	Formal warning issued
SEC-26	Staff reported a student making students uncomfortable.	<i>Verbal</i>	Race	Anti-Black racism	Yes	8 days	SA07 violation found	Formal warning issued

Narrative Summary

- Complaints against employees were investigated by the College's Labour Relations group and/or Security Services in accordance with leading practice. Mitigations were put in place to protect reporters from retribution and retaliation. In one case, the investigation resulted in termination of the Respondent from the College's employ.
- Complaints against students were investigated by the Residence Life team in the Residence, or by Security Services as part of the Student Conduct process for students on all three Algonquin Campuses. The Student Conduct process is confidential, follows the principles of natural justice, and is designed to be educational where possible.

Confidentiality and Anonymous Reporting

- Complaints regarding employees follow the procedures included in Algonquin Policy HR22. This policy outlines expectations pertaining to confidentiality and privacy. Investigations are carried out by trained investigators who comply with these expectations. Records and data are securely stored in accordance with College record keeping and privacy legislation procedures. Appropriate confidentiality practices are carried out through all stages of the process.
- Complaints against students follow the procedure included in Algonquin Policy SA07, the Student Conduct Policy. Students living in Residence are also subject to the Residence Community Living Standards and infractions are processed according to the Residences Conduct policy.
- Employees and students have access to a protected disclosure service 'Integrity Counts.' Employees are informed about this service during onboarding. There is also information posted about the service on the College's website.
- Employee participants in investigations have access to supports offered within the College's Employee Assistance Program as required. Students impacted by incidents are offered support through Student Support Services as needed.

Institutional Improvements and Training Initiatives

Algonquin College offers ongoing education opportunities aimed at combatting racism. Two mandatory training sessions for employees explore anti-racism and hate. New

employee orientation includes information about human rights, diversity, inclusion and equity, and all people leaders are required to complete “Managing with Anti-Racism in Mind”. In addition, there are courses available in the employee learning catalogue that explore the topic further. The following table outlines employee training metrics for 2025.

Employee Training Title	Attendees
Accessible Workplace Communications	15
Bridging Cultural Differences in Diverse Teams	14
Ethical Upstander Training for Inclusion Leaders	0
Introduction to Diversity & inclusion at Algonquin College	37
Knowledge Center for Inclusion Infusions	5
Managing with Anti Racism in Mind	27
Responding to Racism and Discrimination in Frontline Interactions	39
New Employee Orientation	60
Positive Space	6

Employee Awareness

The College held awareness events in 2025 intended to highlight subjects related to Race and anti-hate. College wide events held in 2025 were:

- **Black History/Black Futures Storytelling Event** – held January 14, 2025 featuring activist, educator and community builder, Adrienne “Afua” Coddett.
- **Self-Care as a Response to Racism: Navigating Racial Trauma and Representation in the Workplace** – delivered February 6, 2025, by award-winning psychotherapist, mental health consultant and speaker Natacha Pennycooke.
- **Quebec City Mosque Attacks – Action Against Islamophobia** – a facilitated discussion was held January 29, 2025, the National Day of Remembrance of the Quebec City Mosque attack. The discussion was guided by Fosia Duale Virtue.
- **IDEA Annual Report 2024-25**, highlights events held Jan to Mar in 2025, learn more at [2024-2025-Idea-Report-Design-Jan52025.pdf](https://www.algonquincollege.com/diversity/idea-annual-report-2024-25/)

Employee Affinity Groups

In 2025 Algonquin’s Employee Affinity Groups moved out of the pilot stage and were hard-launched. One of the groups is AC A.C.T.I.O.N. | *Cross-Racial Solidarity Affinity Group*. It is co-chaired by Algonquin College Employees and supported by the Inclusion, Diversity, Equity and Inclusion Office. The group hosts regular gatherings, dialogues, and events. Learn more at <https://www.algonquincollege.com/diversity/affinity-group-conversation-communities/>

A.C.T.I.O.N. refers to “All Cultures Together in One Network” working toward positive change for people belonging to racialized communities. It represents a deliberate effort to bring together diverse cultural and racial backgrounds under one collaborative umbrella, fostering a space where various cultural expressions and racial experiences are not only acknowledged but celebrated.

Student Awareness

Student Event	Description	Attendees
Indigenous Student Social	Movie night and social	18
Black History Month movie night	Movie night and discussion	7
Home Through My Eyes	Craft event where students shared aspects of their home country	4
Around the World Trivia	Trivia night, focused on global foods, practices and traditions	7
Flag Making	Created flag that represented cultural identity	8
Decoration Making	Making decorations related to country of origin	5
Diwali Celebration	Diwali Celebration	350
Celebration of Cultures	Embassy showcase of cultures	700
Spiritual Centre Open House	Three open houses' with multi faith representation, including, Jewish, Muslim & Christian churches	780
Mamidosewin Centre events	A variety of events held each week, including AC Day 1 open house x3, hide tanning, canoe building etc.	500

Policy Updates

The Combating Racism and Hate Policy (SA18) was first presented to the Algonquin College Executive Team (ACET) on December 18, 2024, and it was approved by ACET on January 2, 2025, and then shared with the Board of Governors through the Academic and Student Affairs Committee on January 21, 2025.

As outlined in College Policy AD01, Administration of College Policies, there will be an 18-month review period, as is the standard for new policies. This creates an opportunity for adjustment and a more thorough consultation process. This review will commence in January 2026 and be completed by the deadline of July 2, 2026.

Challenges and Opportunities

The challenging fiscal reality in the national and provincial post-secondary sector is significantly impacting colleges, and Algonquin is not exempt from these financial pressures. During the reporting period, key staff from all teams have left the College, impacting this work. Despite these ongoing challenges, Algonquin College is committed to actively lead in this area through innovation, service, continuous improvements, fundraising, and robust community partnerships.

Conclusion & Looking Ahead

Algonquin College is committed to combating racism and hate in all forms and continues to make steady process in this area. The College has a thoughtful and comprehensive policy, an array of proactive programming and educational events for employees and students and a robust reporting process coupled with strong support for impacted employees and students. The College has robust processes for reporting, investigating and responding to racism or hate related incidents for students and employees.

Declaration

I confirm that this report complies with the requirements outlined in the Minister's Directive on Combating Racism and Hate and reflects the institution's commitment to diversity, equity and inclusion.

Signature:

Name & Title: Ben Bridgstock, Director, Student Support Services

Date: January 2026

Appendix

[AD21 Safe to Speak Up Policy](#)

[Algonquin College Combating Racism and Hate Policy](#)

[Algonquin College Students Handbook \(pg. 82\)](#)

[Human Resources Combating Racism and Hate Policy Web Page](#)

[Human Resources Inclusion, Equity, Diversity and Accessibility Web Page](#)

[Office of the Ombudsmen](#)

[Residence Community Living Standards](#)

[Security Services 'Safe to Speak Up' reporting page](#)

[Spiritual Centre](#)