

## **Anti-Racism/Anti-Hate Annual Report**

### **Reporting Period: 2025**

Confederation College is committed to fostering a learning and working environment that is respectful, inclusive, and equitable. The Anti-Indigenous Racism and Other Forms of Discrimination Policy (2024), affirms the College's commitment to addressing racism and discrimination and to ensuring that all members of the College community are treated with dignity and respect. 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

### **Institutional Commitment**

Confederation College recognizes its responsibility to address racism, hate and other forms of discrimination within its community. Through this policy, the College continues to advance its commitments to reconciliation, equity, and respectful engagement.

### **Policy Implementation**

During the reporting period, the College continued to implement the policy through institutional communication, awareness activities, and collaboration with campus partners. Information about the policy and reporting processes was shared through internal communications, orientation materials, and campus resources to ensure that members of the College community are aware of available supports and reporting mechanisms.

## Reports and Complaints

The College encourages individuals who experience or witness racism or discrimination to report concerns through the processes outlined in the policy and related procedures.

During the reporting period:

Complaint Category Type	Number of Complaints	Proceeded to Review	Not Reviewed
Verbal	12	12	0
Physical	0	0	0
Property Damage	1	1	0
Other	0	0	0

Associated Code Group and Sub-Category:

Human Rights Code Ground	Sub-Category (if applicable)	Number of Complaints	Proceeded to Review	Findings
Disability		2	Y	Not Substantiated
Race	Anti-Black Anti-Indian	8	Y	Not Substantiated
Race	Anti-Black	1	Y	Substantiated
Sexual Orientation		1	Y	Substantiated

All concerns were addressed in accordance with College policies and procedures. There was no police involvement in any of the above complaints. Complaints may be submitted through the College's formal reporting process outlined in the Anti-Indigenous Racism and Other Forms of Discrimination Policy, which includes intake, institutional assessment, investigation where required, and final resolution.

Where concerns were raised, appropriate follow-up actions were taken, which may include clarification, education, or other supportive measures to ensure continued alignment with the College's expectations for respectful conduct.

Resolution timelines ranged from 1 to 4 months depending on the complexity of the concern. All matters were addressed within institutional policy timelines.

## Looking Ahead

Confederation College remains committed to continuous improvement in addressing racism and discrimination and supporting an inclusive campus environment.

Priorities for the upcoming reporting period include:

- Continuing education and training initiatives
- Strengthening awareness of reporting processes and available supports
- Enhancing data collection and reporting practices
- Ongoing collaboration with Indigenous communities and campus partners

**Conclusion**

Confederation College remains committed to fostering a safe, respectful, and inclusive environment for students, employees, and visitors. Through continued education, transparent reporting, and responsive processes, the College will continue to strengthen its efforts to address racism, hate and other forms of discrimination across the institution.