



# ANTI-HATE/ANTI- RACISM ANNUAL REPORT

**2024-2025**



# Northern College

## Anti-Hate/Anti-Racism Policy

**Reporting Period:** September 1, 2024 – August 31, 2025

### Purpose

This annual report provides the Northern College Board of Governors and the Ministry of Colleges and Universities with anonymized data on the College's policy and rules addressing and combatting racism and hate on campus. The report fulfills the requirements outlined in the Ministerial directive associated with the *Strengthening Accountability and Student Supports Act, 2024* and supports ongoing institutional commitments to the college community as well as student well-being and success (see Appendix A).

### Introduction & Policy Context

Northern College is committed to fostering an environment that prioritizes safety, wellness and promotes a culture of respect and inclusion. Through policy-guided initiatives and responsive support systems, the College aims to address and combat racism and hate, build college community resilience, and ensure access to information on supports, policy and complaint mechanisms.

### Inventory of Policies, Services and Supports

See Appendix B

### Reporting and Response Statistics

**For the reporting period September 2024 – August 2025 there were no complaint submissions under the Anti-Hate/Anti Racism Directive.**

#### Complaints:

|          |         | Number | Type/Comments |
|----------|---------|--------|---------------|
| Category | Student |        |               |
|          | Faculty |        |               |
|          | Staff   |        |               |

|              |                             |  |  |
|--------------|-----------------------------|--|--|
|              |                             |  |  |
|              | Member of College Community |  |  |
| Code Group   | Ethnicity                   |  |  |
|              | Race                        |  |  |
|              | Religion                    |  |  |
|              | Sexual Orientation          |  |  |
| Sub-Category |                             |  |  |
|              |                             |  |  |
|              |                             |  |  |

**Outcomes:**

| Response/Resolution Timelines (Aggregated by number of months) | Findings of Investigation (Upheld, Y/N) | Disciplinary Measures Taken (Y/N) | Law Enforcement Involvement (Y/N) |
|----------------------------------------------------------------|-----------------------------------------|-----------------------------------|-----------------------------------|
|                                                                |                                         |                                   |                                   |
|                                                                |                                         |                                   |                                   |

## Transparency and Reporting Requirements

- Policy(s) and rules regarding anti-hate and anti-racism must be published to the College website and copies must be made available to anyone requesting them.
- The College must ensure an appropriate complaints mechanism is in place. This allows for addressing and reporting on any complaint submissions.
- Review the policy and rules at least once every five years and amend as appropriate.
- Reporting to the College Board of Governors
  - Annually, for submission to MCURES and publishing to the College website by January 31
  - Reports on and assesses the implementation and effectiveness of the policies and rules in the preceding year
  - At a minimum, the publicly available report and the report submitted to the Minister must include the following information in a manner that protects the privacy of individuals:
    - 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.

- 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).
- 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

## Strategic Alignment and Next Steps

Northern College continues to advance its stated value of inclusion through its Strategic Plan Goals:

- Strengthening Ties with Indigenous Communities
- Becoming the destination of choice for students and employees
- Strengthening community and sense of belonging.

The College will continue to develop and expand services, supports and initiatives that achieve these goals through the College Business Plan, Academic Plan, Strategic Enrolment Management and Marketing Plan (SEMM).

## Privacy & Confidentiality

All data presented in this report was collected and reported in accordance with institutional policies and applicable privacy legislation to ensure the confidentiality and anonymity of all members of the College community.

## Appendix A – Objectives of Ministerial 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

*(Source : Ministerial Directive : September 2024)*

## Appendix B - Policies, Supports & Services

### Anti-Racism/Anti-Hate

- Student Handbook:  
<https://www.northerncollege.ca/students/academics/handbook/> (Section 10.10)
- Respectful College Community Policy (Anti-racism, Anti-hate):
  - [Respectful-College-Community-Policy.pdf](#)
  - [Respectful-College-Community-Procedure.pdf](#)
- Student Services – Policies & Procedures:  
<https://www.northerncollege.ca/students/academics/policies/>

Student Submissions: complaint form found at the bottom of the page in the “Student Services” policies area. Complaints can be submitted anonymously.

Staff & College Community Submissions: can be made to Human Resources Services.