

Georgian College's
Annual Anti-Discrimination, Anti-Racism and Anti-Hate Report
Reporting Period of January 1 to December 31, 2025

Total Complaints and Response Type/Time

Response Type	Number of Cases	Average Response Time	Average Resolution Time
Formal Investigation	8	3 days	37 days
Early Resolution	33	2.5 days	25 days

Complaint Category

Category	Total Complaints	Proceeded to Investigation	Notes
Verbal Harassment	21	8	e.g., slurs; threats; inappropriate/insulting comments
Physical Harassment	1	1	e.g., assault; intimidation
Property Damage	2	1	e.g., vandalism; graffiti
Online/Virtual	7	1	e.g., cyberbullying; social media posts
Failure to Provide Service	3	0	
Failure to Accommodate	5	0	
Unfair/Differential Treatment	3	0	e.g.; treating individual worse/differently than others

*The sum of the Complaint Category noted in this chart may be greater than the sum noted in the Total Complaints chart, as some complaints may include multiple complaint categories.

Human Rights Classification

Human Rights Code Ground	Sub-Category	Number of Complaints	Proceeded to Investigation
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Race	Anti-Black Racism	7	3
	Anti-Indigenous Racism	6	1
	Unspecified	1	0
	Anti-South Asian	4	2
	Anti-Asian	1	0
Religion	Antisemitism	2	0
	Anti-Christian	1	1
	Islamophobia	3	1
Sexual Orientation	Homophobia	3	1
Gender Identity	Transphobia	4	0
	Misogyny	1	0
	Misandry	1	0
Disability	Ableism	8	2
Age	Ageism	1	0
Citizenship	Xenophobia	2	0
Country of Origin	Iran	1	0

*The sum of the Human Rights Classification noted in this chart may be greater than the sum noted in the Total Complaints chart, as some complaints may include multiple protected grounds under the Ontario Human Rights Code.

Complaint Outcomes

Outcome Type	Number of Cases	Notes
Abandoned	5	e.g., no response to outreach
Formal Resolution	7	e.g., written warning; probation; suspension
Guidance and Advice	6	e.g., safety planning; referrals to supports/resources
Informal Resolution	16	e.g., verbal warning; education; facilitated communication; not substantiated but conflict supports/referrals in place
Referred to Police	0	e.g., no-contact orders; outside college jurisdiction

Withdrawn	2	e.g., no longer wishes to engage in process; has accessed other supports/resources
Pending	5	e.g., still under review or investigation

Anonymous Reporting

- **Anonymity Mechanism:** Georgian College recently aligned all anonymous reporting mechanisms available through a number of college Procedures through a new [Anonymous Complaint Form](#) that is monitored, reviewed and processed as appropriate by the Conflict Resolution and Investigations team.

Institutional Improvements and Initiatives

- **Training & Education (Anti-racism/anti-hate training delivered to students, staff, and faculty):**
 - The EDIB Centre launched two in-house learning certificates awarded through curated LinkedIn Learning pathways. Two learning paths are currently available: **EDIB Awareness** and **EDIB Actions in the Workplace**. Together, these learning paths are designed to build EDIB capacity across the college by strengthening understanding of key concepts, supporting the practical application of equity in everyday work, and building confidence to foster a culture of belonging, equity, and representation.
 - Delivered anti-racism and anti-hate learning opportunities for students, staff, and faculty, including a college-wide panel on February 19, 2025 titled “*Dismantling Racism*,” which centered dialogue, lived experience, and institutional responsibility.
 - Moderated a panel discussion on racism in education featuring Black students speaking about their experiences with racism within the institution and ways to improve. (February 2025)
 - Participated in the College’s *It Starts* campaign by hosting an interactive table that invited students, staff, and faculty to reflect on what anti-racism means in practice and the actions it calls for within the college context (March 2025).
 - During Fall Open House and Student Orientation, created awareness around our new policies and the expectations of students.
- **Community Engagement (Consultations or partnerships with equity-deserving groups):**
 - Hosted two EDIB Listening Circles on May 30 and November 26 designed as safe, trauma-informed spaces where college members, particularly those from equity-deserving groups, could share concerns, experiences, and hopes related to advancing EDIB at Georgian. These circles emphasized voice, care, and being heard.
 - Facilitated a book club on *Caste: The Origins of Our Discontents* to support critical reflection on systemic inequities and social hierarchies (February 2025).

- **Proactive Measures (Initiatives such as inclusive events, campaigns, or dialogue circles):**
 - Organized Black History Month programming that included multiple Afro-Beats events celebrating Afro-Caribbean culture, creativity, and joy.
 - Coordinated Pride Month initiatives, including a Pride flag raising and Georgian's participation in the Barrie and Orillia Pride marches, signaling visible and active support for 2SLGBTQIA plus inclusion.

Additional Resources

- To view where [Human Rights and Anti-Discrimination Policy](#) and/or the [Anti-Racism and Anti-Hate Policy](#) are posted, see: [Policies, procedures and reports - Georgian College](#)
- For additional information or questions regarding the above information please contact:

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