Anti-Racism, Anti-Hate and Anti-Discrimination

POLICY

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Type:	☐ Academic √ Administrative ☐ Board	
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Approved by:	Alim Remtulla VP, People and Culture	College Council
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1. Purpose

Georgian College is committed to fostering an inclusive, safe, and respectful environment for learning and working, one that honours and protects the inherent dignity and worth of every person. This commitment includes upholding the equal rights and opportunities of all members of our community, consistent with the protections set out in the Ontario Human Rights Code.

Racism, hate, discrimination, and harassment directed at individuals or groups on the basis of any protected ground undermine Georgian College's values and create barriers to equitable access, participation, belonging, and success. These behaviours compromise our shared ability to learn, work, and thrive together by preventing students, faculty, and staff from fully participating in our learning and working environments and reaching their full potential. This includes, but is not limited to, anti-Indigenous racism, anti-Black racism, anti-Asian racism, antisemitism, Islamophobia, and discrimination or harassment based on race, ancestry, place of origin, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, family status, marital status, disability, or any other protected characteristic.

This policy affirms Georgian College’s responsibility to confront and address racism, hate, and discrimination at both individual and institutional levels, to support those who are affected, and to cultivate a culture rooted in respect, equity, inclusion, and social justice. It aligns with the Ministry of Colleges, Universities, Research Excellence and Security’s Directive on Anti-Racism and Anti-Hate (revised September 2026) and reinforces the college’s commitment to advancing human rights as foundational to the well-being and success of our community.

2. Scope

This policy applies to all college community members, including students, faculty, staff, volunteers, campus visitors and guests, guest speakers, management, including Board members, and contractors. This Policy also applies to student associations, recognized clubs and other student groups operating on college campuses or through college activities. This policy covers all college operations and interactions on or off campuses. Georgian College retains the authority to establish, interpret and enforce campus-wide expectations relating to anti-racism, anti-hate, discrimination, harassment and respectful conduct, including in relation to student associations and groups operating on campus. This includes the authority to receive, investigate and respond to complaints involving such groups.

3. Definitions

Word/Term	Definition
Anti-Asian Racism	Anti-Asian racism means the discrimination, stereotypes, and unfair treatment that people of Asian descent face, both in the past and today. These actions often come from assumptions about someone's ethnicity or nationality. The term "Asian" includes many different identities, which the word itself can sometimes hide. While many people of Asian descent may feel treated as "outsiders," their experiences with anti-Asian racism can be very different from one another.
Anti-Black Racism	Anti-Black racism refers to prejudice, stereotypes, discrimination, and unfair treatment directed at people of African descent. It is deeply connected to the history and effects of slavery. In Canada, anti-Black racism is built into many institutions, policies, and practices. It is often so common that it becomes invisible to much of society. This racism shows up in the ongoing social, economic, and political challenges faced by Black Canadians, including fewer opportunities, lower income levels, higher unemployment, significant poverty, and overrepresentation in the criminal justice system.
Anti-Indigenous Racism	Anti-Indigenous racism refers to the ongoing discrimination, stereotypes, and injustice faced by Indigenous Peoples in Canada. It stems from colonial policies, like the Indian Act and residential schools, and continues to create systemic barriers and unequal outcomes. This racism is seen in the overrepresentation of Indigenous Peoples in the criminal justice and child welfare systems, as well as in disparities in education, health, and well-being.

Anti-Racism	Anti-racism is the active effort to recognize and stop racism by changing systems, policies, practices, and attitudes to ensure power is shared fairly and equally.
Antisemitism	Antisemitism is a perception of Jewish people that leads to hatred, blame, stereotypes, myths (like Holocaust denial), and conspiracy theories. It can include harmful words or actions directed at Jewish or non-Jewish individuals, their property, or Jewish community institutions and religious spaces.
Barriers	Barriers refer to physical obstacles, policies, practices, or social attitudes—formal or informal—that create discrimination, disadvantage, or exclusion for certain groups, limiting their opportunities and access to resources.
Complaint	A **complaint, including an anonymous complaint,** is made when one submits a formal report made under the terms of the relevant Code of Conduct (Employee or Student), Sexual Violence Procedure or this Policy. Complaints can be made to a Manager, Dean, Associate Dean, People and Culture, or the Conflict Resolution and Investigations Office. Filing a complaint requests the college's intervention and follow-up through the appropriate procedure. Interventions may include facilitated or mediated informal resolutions, or, when appropriate, a formal investigation conducted by or on behalf of the college. When a complaint is brought to someone in a supervisory role, they are required to consult with their Manager, Dean, Associate Dean, Human Resources Consultant, or the Conflict Resolution and Investigations Office.
Disclosure	A disclosure is when one member of the college tells another member of the college about an instance of Discrimination, Harassment, or Sexual Violence. A disclosure does not initiate an Investigation unless a formal complaint is made, or the college determines it is necessary to investigate on the basis that there is risk of harm to self or others, as set out in the relevant procedures. When a disclosure is received by a member of the college they are required to inform one of the following: a Manager, Human Resources, Counselling, or the Conflict Resolution and Investigations Office so that important information, supports and resources can be provided to the individual making the disclosure and so the college has the opportunity to address any risks to the safety of an individual or the college community.

Discrimination	The Ontario Human Rights Code does not provide a definition for the term discrimination. However, the intent and meaning of the Code along with interpretations of the term contained in judicial decisions suggest that discrimination is differential treatment based on a protected ground, which has an adverse impact on an individual or group. The Ontario Human Rights Commission indicates that discrimination usually includes the following elements: • not individually assessing the unique merits, capacities and circumstances of a person • instead, making stereotypical assumptions based on a person's presumed traits • having the impact of excluding persons, denying benefits or imposing burdens. Discrimination may be intentional or unintentional. It may involve direct words or actions that are discriminatory, or it may involve rules, practices or procedures that appear neutral, but disadvantage certain groups of people.
Harassment	The Ontario Human Rights Code defines harassment as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome." Harassment can involve words or actions directed at any person and is based on any of the protected grounds. • **"A course"**: Typically, harassment involves more than one incident. However, Canadian courts have determined that a single unwelcome incident, if severe enough, may constitute harassment. • **"Vexatious"**: Refers to behaviour that is unwelcome and serves little or no legitimate purpose in its context. • **"Comment or conduct"**: Encompasses both words and actions, which may or may not be directed at the individual experiencing harassment or at any specific person. • **"Known or ought reasonably to be known"**: This phrase includes both subjective and objective perspectives. If an individual is unaware that their behaviour is unwelcome (subjective), but a reasonable person in similar circumstances would have recognized it as unwelcome (objective), the individual "ought reasonably to have known" their behaviour was inappropriate.

Hate	Hate or hatred, as defined by the Supreme Courts of Canada, is a very strong negative emotion directed at members of a specific, identifiable group. It implies that these individuals should be disrespected and mistreated because of their group identity, involving clear elements of detestation and vilification.
Intersectionality	Intersectionality is a framework that examines how interconnected social categories—such as race, gender, ethnicity, religion, age, and ability—shape individuals' experiences and opportunities. It highlights how overlapping identity factors can compound inequities, amplifying disadvantages and privileges.
Islamophobia	Islamophobia refers to racism, stereotypes, prejudice, fear, or hostility towards Muslims or followers of Islam. It includes individual acts of intolerance and racial profiling, as well as systemic practices that unfairly treat Muslims as security threats, even without evidence.
Protected Ground	Protected grounds are also referred to as Prohibited grounds. They include race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, receipt of public assistance, marital status, family status or disability. Because our understanding of harassment and discrimination is constantly evolving, as is the terminology we use to describe it, the Code also includes such additional grounds, as may be designated as protected grounds in the Ontario Human Rights Code.
Racialized	Racialized refers to the process of labeling a person or group as belonging to a particular race based on characteristics like ethnicity, language, religion, culture, economics, or politics, whether real or perceived.
Racial Discrimination	Racial Discrimination happens when prejudice turns into action. These actions, whether intentional or not, can include ignoring, excluding, threatening, mocking, or being violent toward someone based on their race, racial identity, or ethnicity. This form of discrimination burdens them unfairly, harms them, or denies them benefits that others normally receive. Racial discrimination is an illegal form of racism.

Racism	Racism is the belief that one racial group is better than other racial groups. When this belief is engrained in institutions and laws, it can become a subtle but powerful system of control and dominance over some racial groups. This system creates these impacts even when well-meaning individuals sustain or operate it. These impacts are long-lasting, often resulting in harm and deficits that last for generations. Racism differs from individual prejudice or discrimination because it involves using institutional power to enforce unfair treatment of certain racial groups.
Systemic Discrimination	Systemic Discrimination can be described as patterns of behaviour, policies or practices that are part of the structures of an organization or institution, which create or perpetuate disadvantages for people with a common set of characteristics such as race, gender, disabilities, etc. The Ontario Human Rights Commission provides the following example of systemic discrimination: A small company is proud of its intensive team-building approach. Every other week, all staff are expected to attend gender-specific sporting activities such as wrestling and football with their "husbands and wives." Many of these events take place on evenings and weekends in places that are not fully accessible. People who do not attend these events are less successful at building the internal networks that lead to promotions. Employees who are female, single, gay or lesbian may not feel welcome at these events. People who have care-giving responsibilities after work or who use mobility aids, such as wheelchairs, would likely not be able to attend these events.

4. Policy Statement

This Policy affirms Georgian College's commitment to fostering a safe and respectful environment for all students, employees, and visitors of the college community. It acknowledges that discrimination based on a prohibited ground, racism and hate undermine individual dignity and hinder the ability of community members to thrive and reach their full potential.

As a postsecondary institution, the college is dedicated to examining, monitoring, and strengthening its policies, processes, structures, and everyday practices to address barriers to full participation in college life and embed anti-racism and anti-discrimination principles in all areas of its operations and culture. These efforts aim to create a community where everyone feels valued and experiences a genuine sense of belonging, reinforcing the college's dedication to equity, diversity, inclusion, and belonging while fulfilling legal obligations and fostering a truly welcoming environment.

The college remains committed to implementing measures which proactively identify and address systemic discrimination, racism, and hate through tangible and transformative actions. This includes striving to establish a consistent process for collecting and analyzing disaggregated identity-based data, grounded in a deep commitment to privacy and confidentiality, to drive meaningful change. By identifying barriers and addressing disparities, this initiative will inform and strengthen the college's equity and anti-racism strategies.

Under the Ontario Human Rights Code, the college must take reasonable steps to ensure an environment free from harassment and discrimination, including informing and educating members of the College community about discrimination and harassment. The college's response to acts of harassment or discrimination (including a poisoned environment) will be timely, effective and proportionate. Georgian College also emphasizes proactive measures to advance an inclusive and equitable environment. Through these actions, Georgian College reaffirms its dedication to fostering a community rooted in equity, respect, and belonging.

To protect the learning and working environment and the rights of individuals, the college will enforce the right of its college community members to equitable treatment without discrimination and harassment as provided for by the Ontario Human Rights Code. Violations of human rights will not be tolerated at Georgian College. The college also prohibits discrimination and harassment based on an individual's association or relationship with a person identified by a protected ground and/or a perception that a protected ground applies. The college may sanction any member of the college community whose behaviour has been found to violate the Ontario Human Rights Code.

4.1 Reprisal

Every college community member has the right to express legitimate concerns about human rights violations they are experiencing in their work or education at Georgian College, without fear of reprisal. Anyone who attempts reprisal or threatens reprisal against a person who initiates a complaint and/or participates in an investigation under the Employee or Student Codes of Conduct may be subject to disciplinary action.

4.2 Freedom of Speech and Expression

Georgian College upholds the principles of free expression as outlined in its Freedom of Expression Policy and the Canadian Charter of Rights and Freedoms. The college recognizes the importance of open dialogue to its academic mission and its role in fostering an inclusive and respectful environment.

The college also recognizes the intersection of anti-racism and anti-hate obligations with academic freedom, scholarly independence, and freedom of speech and expression and will operationalize these principles in accordance with applicable college policies, legal obligations and the rights and responsibilities of members of the college community.

The college will seek to achieve a balance of rights and responsibilities by recognizing that no right is

absolute or inherently more important than another and ensuring that all rights are exercised with dignity and mutual respect. Where a conflict exists between this Policy and another College policy, procedure, or guideline, this Policy including the Complaint Procedure will prevail. This includes ensuring that free expression does not infringe on the dignity, safety, or rights of others or include prohibited hate speech, harassment, or discrimination.

4.3 Guiding Principles and Prevention

4.3.1 **Inclusive Excellence** strengthens the community by embracing equity, diversity, inclusion, and belonging, while promoting respectful dialogue, dismantling barriers, and advancing equality and dignity.

4.3.2 **Systemic Equity** is strengthened through the identification, prevention, and removal of systemic discrimination and barriers that may adversely affect individuals or groups, while promoting equitable access, participation, dignity, belonging, and success.

4.3.3 **Accountability** is central to this policy, requiring responsibility for actions, challenging racism and hate, and supporting affected individuals.

4.3.4 **Early Intervention** through supportive dialogue and de-escalation will be implemented as proactive approaches to preventing and responding to racism, hate, discrimination and related conflict.

4.3.5 **Transparency** promotes open discussion of racism and hate, identification of gaps and needs, and trust in the college's commitment to addressing these issues, while encouraging community members to voice concerns and engage in dialogue.

4.3.6 **Restoration** is also key, focusing on repairing harm caused by racism and hate through inclusive, community-driven solutions that uphold dignity and address both systemic and individual issues.

4.3.7 **Safety** is supported through the college's maintenance and application of risk-based events, protests, and security protocols to promote a safe, inclusive and respectful campus environment. Where there are reasonable grounds to anticipate an elevated risk to campus safety or a potential for racism or hate, the college may implement enhanced security measures and rapid escalation protocols. The college may establish reasonable time, place, and access restrictions where necessary to support safe and unobstructed access to college spaces, including cultural, religious, and identity-based gathering spaces, and to address risks of intimidation, harassment, fear, or material disruption.

4.4 Education and Training

4.4.1 To support awareness, prevention, early intervention, and accountability, the college will provide education, training, resources, and communication strategies that promote understanding of institutional policies, reporting options, rights, responsibilities, and available supports. The college will also engage with the Georgian College Student Association on an annual basis to review and discuss anti-hate and anti-racism initiatives and training.

4.4.2 The college will ensure that such training and resources are readily available to, and actively promoted among, students, faculty, staff, and student associations. Where training addresses specific forms of racism or hate, the college will seek to develop and deliver such programs in collaboration with, or informed by, subject matter experts, community organizations, rights-holders, and individuals recognized as knowledgeable, credible, and trusted by the communities

affected by the form of racism or hate being addressed.

- At the beginning of each academic year, and no later than September 30, the college will provide all enrolled students with an institutional communication that includes: A summary of the college's anti-racism, anti-hate, discrimination, harassment, and mental health policies;
- Information on how to report incidents of racism, hate, discrimination, harassment, or related concerns occurring within the college community;
- Direct links to applicable policies, procedures, support resources, and reporting mechanisms; and
- Information regarding available accommodations, supports, and response services for individuals affected by such incidents.

4.4.3 The college will periodically review and update its training, educational programming, communication materials, and outreach strategies to ensure continued effectiveness, accessibility, responsiveness to community needs, ongoing engagement with the college community and alignment with legislative, regulatory, and institutional requirements.

4.4.4 The college will maintain a centralized, readily accessible source of information through which members of the college community can locate applicable anti-racism and anti-hate policies, related procedures, reporting mechanisms and supports. The college will use consistent, plain-language and highly visible communications to promote awareness of these policies, reporting mechanisms, resources and supports.

4.5 Complaints

4.5.1 The Anti-Racism, Anti-Hate and Anti-Discrimination Complaint Procedure outlines the options and steps available to all community members to make a complaint. Georgian college is committed to a 'no wrong door' approach to concerns, reports and complaints involving racism, hate, discrimination or harassment. Regardless of where a matter is initially brought forward, the college will ensure that it is referred to the appropriate institutional process and responsible area for assessment and response.

4.5.2 Complaints may be submitted through the reporting channels identified by the college, including anonymously. Complaints will be addressed fairly and consistently, following prescribed college timelines, while ensuring confidentiality and the option for anonymous reporting. Information received through anonymous complaints will be reviewed to the extent reasonably possible and may also inform the college's assessment of systemic issues, emerging patterns and opportunities to strengthen campus culture.

4.5.3 The complainant will receive initial communication from the designated college area no later than 30 days after the complaint is received. This communication will identify the applicable process, next steps, anticipated timing and any interim measures that may be appropriate. The complainant will also receive a status update at least every 30 days until the complaint is resolved.

4.5.4 The college will communicate its decision and response as soon as reasonably possible and,

in complex matters, no later than 12 months after the complaint was received, except where extenuating circumstances prevent this timeframe from being met. Such circumstances will be addressed through the college's annual reporting obligations.

4.5.5 Where the nature or circumstances of a complaint warrant, the college may implement reasonable interim measures to support the safety and well-being of individuals and the college community while a matter is being reviewed or investigated. Interim measures may include changes to access, activities or arrangements; restrictions on contact; enhanced security measures; or other measures appropriate to the circumstances.

4.5.6 Students experiencing harassment or discrimination should contact their Dean/Associate Dean or the Conflict Resolution and Investigations office. If local resolution is not possible or unsuccessful, the complainant should follow the resolution process described in the Student Code of Conduct, which includes a formal investigation process.

4.5.7 Employees experiencing harassment or discrimination should contact their manager, Human Resource Consultant or the Conflict Resolution and Investigations office. If local resolution is not possible or unsuccessful, the complainant should follow the resolution process described in the Employee Code of Conduct, which includes a formal investigation process.

4.5.8 Breaches of this Policy will result in disciplinary actions and follow the processes outlined in the *Student Code of Conduct* or *Employee Code of Conduct*, which include procedures for addressing complaints related to racism. A substantiated breach of this Policy may result in remedial, corrective and/or disciplinary action, as appropriate to the circumstances and in accordance with the applicable college policy, Code or procedure. Measures may include education or training, restrictions on access or activities, reprimand, suspension, dismissal, expulsion or other appropriate actions.

4.5.9 The outcomes of complaints may be appealed through the appeals processes outlined in the *Student Code of Conduc*t and *Employee Code of Conduct.*

4.5.10 In addition, following the college's Employee Code of Conduct or the Student Code of Conduct does not preclude anyone from exercising other legal avenues including:

- The Ontario Ombudsman: Complaints that remain unresolved may be referred to the Ontario Ombudsman.
- The Ontario Human Rights Tribunal: All persons may approach the Human Rights Tribunal, subject to provisions set out in the Code, at any time.
- The Criminal Code of Canada: An individual can report the incident to the police and

take action under the Criminal Code of Canada. Examples include cases of physical assault, sexual assault, sexual exploitation or the threatened use of force or intimidation.

- Grievance Procedures: For employees covered by a collective agreement, they can exercise their rights under the applicable grievance procedure.

4.5.11 Systemic Discrimination: If members of the college community feel that existing practices, policies and/or programs are not aligned with the college's commitment with diversity, inclusion and equity, these concerns can be brought forward to the Associate Dean/Dean or Managers in the area of concern. Each Policy and/or Procedure has a Policy Holder that should be the first point of contact to bring forward such concerns. If the issues are not resolved, concerns can be brought forward to the Conflict Resolution and Investigations office for further review. In reviewing concerns, the Associate Deans/Deans, Managers, or Manager of Conflict Resolution and Investigation are encouraged to consult with the Equity, Diversity, Inclusion and Belonging office for advice, assistance and to generate ideas for positive change.

In the case of systemic discrimination where the college's structure, policies, processes or practices are the source of the complaint, an alternate reporting process will be established where the investigator, while following the investigative procedure set out in the above relevant Codes of Conduct, will report directly to the President or the Board of Governors where appropriate.

5. Annual Reporting

Georgian College is required to provide the Board of Governors and the Ministry of Colleges, Universities, Research Excellence and Security with an annual report (January to December) on the implementation and effectiveness of this policy. The report will be in accordance with the requirements set out in the Ministry's Directive and the template provided by the Ministry.

5.1 At a minimum, annual reporting will include:

- an attestation of compliance with applicable legislative and Ministerial requirements;
- an assessment of the College's current state and identified priorities;
- strategies implemented to address identified forms of racism and hate, including associated measures and outcomes; and
- complaint information sufficient to track matters from receipt through resolution, including complaint category and type, applicable Ontario Human Rights Code grounds, progression through review and investigation, outcome, corrective or disciplinary measures, response and resolution timelines, and involvement of law enforcement where applicable.

Annual reporting will protect personal information, privacy and confidentiality in accordance with applicable law and college requirements.

6. Roles and Responsibilities

All members of the college community share the responsibility of fostering an inclusive, safe, and respectful learning and working culture where discrimination, racism and hatred have no place. They are expected to uphold the inherent dignity and worth of every individual, which is vital for supporting all community members—including students, faculty, and staff —in thriving and reaching their full potential. In this vein, they are also responsible for challenging, preventing, addressing, reporting, and discrimination, racism and hatred.

In the case of a disclosure, there is no wrong door for an individual to report a concern and all members of the college community are responsible for privately referring a disclosure to one of the following: a Manager/Dean or Associate Dean, Human Resource Consultant (if an employee), Counselling Services (if a student), or the Conflict Resolution and Investigations office.

While a disclosure should be treated as private and sensitive information, a member of the college community who receives a disclosure cannot keep such a matter confidential.

Privately referring a disclosure to one of the above noted areas of the college ensures that important information, supports, and resources are provided to the individual making the disclosure and gives the college the opportunity to address any risks to the safety of an individual or the college community as a whole.

6.1 Georgian College's President and Vice Presidents are responsible for:

6.1.1 Ensuring that this Policy is accessible to everyone covered under its scope, both in terms of locating and understanding its content, so that everyone can engage with and apply it effectively

6.1.2 Providing training to equip college employees to address concerns and apply the Policy with an anti-racist, intersectional approach, helping them recognize how racism and hate manifest in processes, practices, and everyday professional and personal interactions.

6.2 Georgian College's Vice Presidents, Deans, Directors and Managers are responsible for:

6.2.1 Ensuring that they, their employees, and students are familiar with and comply with this Policy.

6.2.2 Receiving, addressing, and referring concerns/complaints in accordance with the Employee Code of Conduct, the Student Code of Conduct, and this Policy.

6.2.3 Providing support and information to individuals raising concerns, ensuring this support is informed by an anti-racist and inter-sectional lens that acknowledges and addresses the subtle ways racial dynamics may influence these interactions.

6.2.4 Applying an anti-racist and inter-sectional approach in decision-making, including policies and practices they oversee, to foster and promote an anti-racist culture.

6.3 Georgian College's People and Culture Department is responsible for:

6.3.1 Ensuring appropriate institutional mechanisms are in place to support compliance with this Policy and the Minister's Directive, including complaint routing and communication requirements, training and communications, student-association engagement, centralized access to information, and annual reporting.

6.3.2 Reviewing the Policy and recommending amendments as necessary.

6.3.3 Ensuring there is a strategic approach to the training and communications provided to the college community as per the Ministry's Directive.

6.3.4 Providing the Board of Governors with an annual report on the implementation and effectiveness of this Policy and related rules in the preceding year, as prepared by the Vice President, People and Culture.

6.3.5 Ensuring that an annual report is made publicly available on the dedicated webpage and submitted to the Minister by January 31 of each year, beginning January 31, 2026.

6.4 Georgian College's Campus Safety Services are responsible for:

6.4.1 Receiving, addressing, and investigating complaints in accordance with the Employee Code of Conduct, the Student Code of Conduct, the Freedom of Expression Policy, and this Policy.

6.4.2 Protecting the privacy and confidentiality of individuals accessing the complaint process.

6.4.3 Conducting investigations with an anti-racist and intersectional approach, ensuring respect for everyone involved, and prioritizing the needs and well-being of the victim.

6.4.4 Support the implementation of this Policy through the development, coordination, and enforcement of security protocols in accordance with the Protest, Demonstration and Civil Disobedience procedure and in order to promote a safe, inclusive and respectful campus environment.

6.4.5 Providing support and information to individuals raising concerns, using an anti-racist and intersectional approach that recognizes and addresses how racial dynamics may influence these interactions.

7. References

- *Charter of Freedom and Rights*
- *Ontario Human Rights Code*
- *Georgian College Employee Code of Conduct*
- *Georgian College Freedom of Expression Policy*
- *Georgian College Anti-Racism, Anti-Hate and Anti-Discrimination Complaint Procedure*
- *Georgian College Student Code of Conduct*

8. Related Procedure(s)

- Georgian College Employee Code of Conduct
- Georgian College Student Code of Conduct
- Sexual Violence Policy
- Sexual Violence Procedure

- Workplace Violence and Harassment Statement
- Freedom of Expression Policy
- Protest, Demonstration and Civil Disobedience Procedure

Contact	Email/Phone
Leanne Jackson Manager, Conflict Resolution and Investigations	Leanne.Jackson@GeorgianCollege.ca
Alim Remtulla, Vice President, People & Culture	Alim.Remtulla@GeorgianCollege.ca
For Urgent Matters or Immediate Assistance: Campus Security	705-722-5100