

Anti-Racism and Anti-Hate

POLICY

Policy #:	PPL-POL-14			
Type:	☐ Academic	☒ Administrative	☐ Board	
Effective date:	January 22, 2025			
Approved by:	Alim Remtulla VP, People and Culture	College Council		
Last revision:	January 22, 2025			
Next scheduled review:	June 2026			

1. Purpose

Georgian College is committed to fostering an inclusive, safe, and respectful environment for learning, and working—one that is free from racism, hatred, discrimination, and harassment. The presence of racism and hate, including but not limited to anti-Indigenous racism, anti-Black racism, anti-Asian racism, antisemitism, and Islamophobia, undermines Georgian’s commitment to honor and protect the inherent dignity and worth of every individual. The presence of racism and hate prevents students, faculty, and staff from thriving and reaching their full potential.

This policy reinforces Georgian College’s commitment to the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, and the College’s Human Rights and Anti-Discrimination Policy. It aligns with the Ministry of Colleges and Universities *Strengthening Accountability and Student Supports Act, 2024: Minister’s Directive on Anti-Racism/ Anti-Hate*, pursuant to the Ministry of Training, Colleges and Universities Act (MTCU Act). By upholding this policy, the College affirms its responsibility to confront and eliminate individual and institutional racism and hate, support those affected, and cultivate a culture rooted in respect, equity, and social justice.

2. Scope

This policy applies to all college community members, including students, faculty, staff, volunteers, campus visitors and guests, Board members, and contractors. It covers all college operations and interactions on or off campuses.

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 is a formal report made under the terms of the relevant Code of Conduct (Employee or Student), Human Rights Policy, or Sexual Violence Procedure. Complaints can be directed to a Manager, Dean, Associate Dean, Human Resources, 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, or the Conflict Resolution and Investigations Office.
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.
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 harms 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.

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 racism and hate—including but not limited to anti-Indigenous racism, anti-Black racism, anti-Asian racism, antisemitism, and Islamophobia—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 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 and anti-racist environment.

The college prioritizes proactive measures to 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.

In addition, Georgian College 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.

4.1 Freedom of 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 acknowledges that conflicts may arise between freedom of expression and its commitment to anti-racism and anti-hate.

Balancing Rights and Responsibilities: Recognizing that no right is absolute or inherently more important than another and ensuring that all rights are exercised with dignity and mutual respect. 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.

Education and Awareness: Providing education about the boundaries of free expression and its intersection with anti-racism principles to foster a shared understanding across the college community.

Georgian College remains committed to upholding free expression while fostering a respectful, inclusive, and safe environment for all members of its community.

4.2 Guiding Principles and Prevention

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

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

4.2.3 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

4.2.4 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 Complaints

4.3.1 Existing college mechanisms and processes will be used to address complaints fairly and consistently, following prescribed college timelines, while ensuring confidentiality and the option for anonymous reporting.

4.3.2 Students who believe they have experienced racial discrimination, or harassment can file a complaint or request an investigation through the procedural steps outlined in the *Student Code of Conduct*.

4.3.3 Employees who believe they have experienced racial discrimination, or harassment can follow the complaint or investigation process outlined in the *Employee Code of Conduct*.

4.3.4 Complaints that remain unresolved may be referred to the Ontario Ombudsman.

4.3.5 Breaches of this Policy will result in disciplinary actions and follow the processes outlined in the *Student Code of Conduct*, *Employee Code of Conduct*, or the College's *Human Rights and Anti-Discrimination Policy*, all of which include procedures for addressing complaints related to racism.

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

5. Annual Reporting

Georgian College is required to provide the Board of Governors with an annual report on the implementation and effectiveness of this policy. The report will include the number of complaints resolved, the substantive issues raised, and how these complaints were resolved.

6. Roles and Responsibilities

6.1 All members of the college community share the responsibility of fostering an inclusive, safe, and respectful learning and working culture where 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 repairing racism and hatred in whatever way it manifests.

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

6.2.1 Ensuring that the 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

6.2.2 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.

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

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

6.3.2 Receiving and addressing concerns/complaints in accordance with the Employee Code of Conduct, the Student Code of Conduct, and the College's Human Rights and Anti-Discrimination Policy.

6.3.3 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.

6.3.4. 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.

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

6.4.1 Receiving and addressing complaints in accordance with the Employee Code of Conduct, the Student Code of Conduct, the College's Human Rights and Anti-Discrimination Policy, and Freedom of Expression 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 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.

6.5 Georgian College's People and Culture is responsible for:

6.5.1 Reviewing the Policy and recommending amendments as necessary.

6.5.2 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.

6.5.3 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.

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 Human Rights and Anti-Discrimination*
- *Georgian College Student Code of Conduct*

8. Related Procedure(s)

- *Georgian College Human Rights and Anti-Discrimination Policy*
- *Georgian College Employee Code of Conduct*
- *Georgian College Student Code of Conduct*

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