

Appendix: Freedom of Speech Annual Report Template

As indicated in the December 14, 2018 and September 12, 2018 memos from the Ministry of Colleges and Universities, each of Ontario's publicly-assisted colleges and universities is to prepare an annual report on the implementation of a free speech policy. Please use this template; you may append additional documents or institution-specific information as you see fit.

This report will be a public document and should respect privacy obligations. Please report on events or incidents that took place between **August 1, 2019** and **July 31, 2020**.

The reports are to be posted on the institution's website and submitted to the Higher Education Quality Council of Ontario by **September 1, 2020**. We recognize that this is a particularly unusual year given the demands placed on institutions by COVID-19. Please reach out to Amy Kaufman, Director of Research and Policy, System Improvement, at HEQCO with any questions.

Please submit your institution's annual report via email to Amy Kaufman (akaufman@heqco.ca).

Section A: Institutional Policy

You may append additional documentation or institution-specific information as you see fit.

Has your institution amended its free speech policy (or policy framework) since the time of your 2019 report? If so, please explain the reason for the change and provide the link to its location on your institutional website.

No, the College has not amended its free speech policy or policy framework since our 2019 report.

Where are members of the institutional community (or guests) directed when there is a free speech related question or complaint about an event on campus? Please provide contact information.

We have a customized approach (not one designated office) Depending on the situation, members of the institutional community (or guests) are directed to:

Student Rights and Responsibilities Office (students) – Amie Kroes, Manager, Student Rights and Responsibilities / amie.kroes@flemingcollege.ca, 705-749-5530 ext. 1137

Human Resources (employees) - Shauna Elliott, Human Rights Officer & Inclusion Specialist / shauna.elliott@flemingcollege.ca, 705-749-5530 ext. 1059

Security Services (guests) - John Gallen, Manager, Security, Parking and Emergency Management / john.gallen@flemingcollege.ca, 705-749-5530 ext. 1191

What is your institution's policy on holding events where there are security concerns? To your knowledge, were there any instances where a non-curricular event did not proceed due to security concerns or their related costs?

The College uses existing college policies and processes to navigate free speech safety concerns with College related events. The College will not knowingly host an event if there is a safety concern identified.

To our knowledge, we did not prevent any non-curricular events to proceed due to security or cost concerns.

Section B: Complaints

You may append additional documentation or institution-specific information as you see fit.

Between **August 1, 2019** and **July 31, 2020**, did any member of the institutional community (or guests) make an official complaint about free speech on campus? If yes, please describe.

Zero official complaints were filled at the college by the institutional community or guests.

If there has been an official complaint (or more than one):

What were the issues under consideration? Please identify any points of contention (e.g., security costs, safety, student unions and/or groups, operational requirements, etc.).

N/A

How did the institution manage the free speech complaint(s)? Was the complaint addressed using the procedures set out in the policy? How were issues resolved?

N/A

Section C: Summary Data

Please provide the following summary data for free-speech-related official complaints received by the institution:

Number of official complaints received under the free speech policy relating to curricular and non-curricular events.	0
Number of official complaints reviewed that were dismissed.	0
Number of official complaints where the institution determined that the free speech policy was not followed appropriately.	0
Number of official complaints under the free speech policy that resulted in the institution applying disciplinary or other institutional measures.	0
To your knowledge, were any free speech complaints forwarded to the Ontario Ombudsman?	No

To the best of your ability, please provide an estimate of the number of **non-curricular events** held at the institution between **August 1, 2019 and July 31, 2020**. Non-curricular events include, for example, invited speakers, sporting events, rallies, conferences, etc., as opposed to regular events held as part of an academic program or course.

>900 non-curricular events were held across the college (four campus locations) between August 1, 2019 and July 31, 2020.

Institutional Comments (if any).

No additional comments.
