

Appendix: Freedom of Speech Annual Report Template (2021)

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.

The institutional Freedom of Speech Annual Report will be a public document and should respect privacy obligations. Please report on events or incidents that took place between **August 1, 2020** and **July 31, 2021**.

The reports are to be posted on the institution's website and submitted to the Higher Education Quality Council of Ontario (HEQCO) by **September 1, 2021**.

We recognize that this is an unusual year given the move to remote engagement during the COVID-19 pandemic. Please reach out to Amy Kaufman, Director of Policy, Research and 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 2020 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 2020 report.

Where are members of the institutional community (or guests) directed when there is a free speech related question or complaint about an institutional event? 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) – Jill Treen-Reber, Student Conduct & Accountability Specialist jill.treen-reber@flemingcollege.ca 705-749-5530 ext. 1137

Human Resources (employees) – Natalie Julian, Client Services & Labour Relations Specialist natalie.julian@flemingcollege.ca 705-749-5530 ext. 1482

Security Services (guests) – Terry Williams, Chief Building & Facilities Officer terry.williams@flemingcollege.ca 705-749-5530 ext. 1328

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, 2020** and **July 31, 2021**, did any member of the institutional community (or guests) make an official complaint about free speech? If yes, please provide a general description that protects the privacy of complainants.

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

n/a

requirements, etc.).

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 did not proceed.	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, 2020 and July 31, 2021**. Non-curricular events include, for example, invited speakers, sporting events, rallies, student life/student affairs events, conferences, etc., as opposed to regular events held as part of an academic program or course.

*We acknowledge the difficulty of tracking events held remotely due to campus closures caused by the pandemic and recognize that institutions may be unable to provide a response to this question for 2020-21.

>900 non-curricular events were held across the college (four campus locations) between August 1, 2020 and July 31, 2021.

Institutional Comments (if any).

No additional comments