



FLEMING

Freedom of Speech

Annual Report 2025-2026

As indicated in the December 14, 2018 and September 12, 2018 memos from the then Ministry of Training, 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 must respect privacy obligations. Please report on events or incidents that took place between **August 1, 2025** and **July 31, 2026**.

The reports are to be posted on the institution's website and submitted to the Ministry of Colleges, Universities, Research Excellence and Security's Postsecondary Education Policy Branch by **September 25, 2026**.

Please submit your institution's annual report and the link to its location on your website to psepolicy@ontario.ca. Please reach out to the ministry's Postsecondary Education Policy Branch at the same address with any questions.

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 2025 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 2025 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.

Depending on the individual and circumstances of the question or complaint, they are directed to one of the below:

Students

Student Rights and Responsibilities Office (SR&R) – Kelsey Doherty, Student Conduct and Accountability Specialist – kelsey.doherty@flemingcollege.ca 705-749-5530 ext. 1137

Employees

Human Resources - Shannon Beaudoin, Senior Director, Human Resources – Shannon.Beaudoin@flemingcollege.ca 705-749-5530 ext. 1330

Other Persons

Campus Security - Matt Markovic, Senior Director, Facilities Services - matt.markovic@flemingcollege.ca 705-749-5530 ext. 1101

Events on College property that involve security concerns are governed by the following policies:

4-402 Policy and OP

Fleming College reserves the right to decline to issue or cancel any Permit if, at the discretion of the policy Director or their Designate, it is determined that:

- The issuance or continuance of a Permit would disrupt or diminish any core operations of the College
- The issuance or continuance of a Permit would demean, diminish, or impugn the reputation, interests or stated mission and values of the College
- The issuance or continuance of a Permit would violate any of the appropriate Fleming College Policies or Procedures and/or any statutory or legislative obligations the College upholds
- The requestor has previously violated agreements or College policies when using College facilities

In order to ensure adequate security of College facilities, a daily inspection of any Permitted space by Facilities staff/security may be undertaken. Inspections will occur before premises are vacated at the termination point of each Permit.

4-420 Policy and OP

Fleming College is committed to fostering a safe, welcoming working, and learning environment that is free from threatening behaviour and all forms of violence as enshrined in established provincial and federal statutes. These include, but are not limited to, the Occupational Health & Safety Act (OHSA), the Criminal Code, and the Charter of Rights and Freedoms.

- To that end, no person shall engage in violent conduct or make threats, implied or directly, on college property or in connection with college business.

This procedure applies to all members of the College community including all employees, governors, students, contractors, vendors, suppliers of services, and individuals who are directly connected to any College initiatives, volunteers, and visitors.

- occurring at a college-sponsored event including events sponsored by any student government, club or service group and other bodies affiliated with the College
- occurring off-campus which are likely to have an impact on the working or learning environment

4-423 Policy and OP

5. Demonstrations & Protests

- The College recognizes and respects the Charter Rights of students, employees and visitors to freedom of expression and peaceful assembly.
- To that end the College will make reasonable efforts to accommodate persons or groups that request permission to demonstrate or protest on campus property in those spaces normally used as public arenas. Offices, classrooms, labs, secured and other academic areas are not considered public arenas.
- Persons or groups organizing such demonstrations and protests are required seek permission from the College in advance so that an appropriate safety planning process can be implemented.
- Safety planning for demonstrations and protests will focus on striking a reasonable balance between Charter Rights of the person or group with the Colleges' rights and responsibilities to maintain a safe and healthy working and learning environment, access to services, avoid potential disruptions to academic activities and prevent property damage.
- All persons or groups attending a demonstration or protest on campus are required to do so peacefully and must abide by all College policies with an emphasis on those policies related to use of space, security & safety, violence prevention, sexual violence prevention, student conduct and harassment/discrimination prevention.

During the support staff strike in September 2025, which was considered a critical college-impacting event related to free speech, regular operations continued but were impacted.

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?

Section B: Complaints

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

November 2025: Student-to-student complaint regarding comments related to gender identity.

May 2026: Student-to-student complaint regarding comments related to race, gender, and disability.

June 2026: Student complaint regarding a faculty member, raising concerns about statements made in a lecture setting related to race and ethnicity.

Between **August 1, 2025** and **July 31, 2026**, 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.

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.).

November 2026: Safety of the residence community

May 2026: Determining whether the issue was a report met the threshold of discrimination or violated the Free Speech Policy

June 2026: External involvement from Community Race Relations. Considerations on media involvement. Matter was referred to Human Resources for review.

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?

November 2025: Concern was administered through the Student Rights & Responsibilities Policy & Procedures. Appropriate sanctions were administered.

May 2026: Concern was administered through the Student Rights & Responsibilities Policy & Procedures. Appropriate sanctions were administered.

June 2026: Concern was referred from Student Rights & Responsibilities to Human Resources for review. Allegations were not raised under the Free Speech policy and were investigated under the Harassment & Discrimination Prevention and Response policy instead.

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.	3
Number of official complaints reviewed that did not proceed.	1
Number of official complaints where the institution determined that the free speech policy was not followed appropriately.	2
Number of official complaints under the free speech policy that resulted in the institution applying disciplinary or other institutional measures.	2
To your knowledge, were any free speech complaints forwarded to the Ontario Ombudsman?	0

To the best of your ability, please provide an estimate of the number of **non-curricular events** held at the institution either online or in person between **August 1, 2025 and July 31, 2026**. 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.

Between August 1, 2025, and July 31, 2026, Fleming hosted over 399 non-curricular events across all Fleming campuses.

Institutional Comments (if any).