



**Annual Report
on Free Speech
Policy Statement -
Implementation
and Compliance**

Humber Institute of
Technology and Advanced
Learning

August 1, 2020 - July 31, 2021

**WE ARE
FUTURE FOCUSED**

BACKGROUND SUMMARY

Humber College Institute of Technology and Advanced Learning's (Humber) Policy Statement on Freedom of Speech came into effect on January 1, 2019 and reflects the work of a task force of senior leaders from the Ontario Colleges of Applied Arts and Technology and Colleges Ontario to develop a policy and implement a consistent framework across all Ontario colleges.

The policy statement continues to be publicly available [online](#).

In addition to the policy statement, a set of Frequently Asked Questions (FAQs) and contact information for inquiries are publicly available [online](#).

The information following details Humber's responses to the questions outlined by the Higher Education Quality Council of Ontario's Freedom of Speech Annual Report Template for the period between August 1, 2020 and July 31, 2021. The responses below have been organized into three reporting categories - Institutional Culture and Policies, Events and Complaints.

INSTITUTIONAL CULTURE AND POLICIES

Humber has a healthy institutional culture with respect to student and academic life. Humber believes that a healthy and inclusive campus is vital to the college's mandate and success. As such, Humber is committed to encouraging social and cultural activity that broadens learning, deepens understanding, and develops community.

Since the effective date of the policy statement, there has not been an ongoing dialogue or debate on any of Humber's campuses with specific regard to the subject of freedom of speech on campus. No issues have emerged that have required the college to review or amend the existing policy statement, nor have there been any requests to do so.

As institutional policies and procedures have been reviewed, the policy statement has been incorporated either within policy documents or as a part of their supporting procedures. The complaint process for issues concerning freedom of speech is consistent with existing Humber procedures outlined in the Code of Student Community Standards and Human Rights Policy. Humber's Social Media Policy and Procedures also explicitly reference the policy statement noting, "As per Humber's Policy Statement on Upholding Free Speech, members of the Humber community are free to express their views and contest the views of others. All members must respect the rights of others to express their ideas. Speech that violates the law, and speech that constitutes harassment, a threat or hate speech is not permitted."

Humber's Temporary Use of Space Policy centralizes non-academic space booking processes and oversight. Through this policy Humber is better able to coordinate activities on Humber campuses and strives to have a centralized roster of event and space bookings to

support the collection of relevant information and reporting. While there may still be some events that occur outside of the policy and related procedure, Humber has made every effort to include such events in this report and is confident that the report is representative.

In the summer of 2020, Humber made the decision to suspend all onsite events on campus in response to the Covid-19 global health pandemic. During the timeline for this report, all onsite activity was assessed through the Emergency Operations Committee and approved through the appropriate executive members and Senior Leaders at the College. As such, the use of the Temporary Use of Space policy (highlighted above) was suspended on a temporary basis and the number of events hosted on campus was minimal.

EVENTS

Over the past year, Humber's vibrant campus life has been impacted by the COVID-19 global health pandemic in ways that previously would have been unimaginable. For the entirety of the reporting period there was minimal on campus activity outside of what was required for academic program delivery. As such, Humber's typical process for gathering event information (the Temporary Use of Space process) was discontinued.

As Humber remained committed to maintaining a level of engagement with employees and students during this time through online events. These events varied in form from structured workshops with registration processes to open access events to support student engagement. Over 850 digital events were hosted from August 1, 2020 to July 31, 2021. Within the institution, several areas were involved in organizing and hosting events and provided information for this report (IGNITE - Humber and the University of Guelph-Humber's Student Government, Student Success and Engagement, Athletics and Recreation, Conference Services, and Human Resources).

From August 1, 2020 to July 31, 2021 no events were cancelled or prevented from occurring on the basis of security concerns or due to cost. During this same period, there were no external events hosted on campus with the exception of private film shoots and approved athletics activities (high-performance training camps) on the basis of ensuring that activity on campus was restricted to academic delivery and student support.

COMPLAINTS

There have been no official complaints from Humber community members with respect to free speech on campus during the period covered by this report. To Humber's knowledge, there were no complaints from Humber community members that were forwarded to the Ontario Ombudsman's Office.