



Humber Institute of Technology  
& Advanced Learning

NORTH CAMPUS  
205 Humber College Blvd.  
Toronto, ON M9W 5L7

[humber.ca](http://humber.ca)

Student Success and Engagement

August 28, 2024

To: Humber College Community and Higher Education Quality Council of Ontario (HECQO)

From: Ian Crookshank, Associate Vice-President, Learner and Career Success and Dean of Students, Humber Institute of Technology and Advanced Learning

**Re: Freedom of Expression Annual Report**

## Humber College Freedom of Expression Annual Report August 1, 2023 – July 31, 2024

### Institutional Policy

Humber College's Free Speech Policy has not been amended during the reporting timeline.

Policy Links:

<https://humber.ca/legal-and-risk-management/policies/general-administration/policy-statement-on-upholding-free-speech>

[www.humber.ca/knowthecode](http://www.humber.ca/knowthecode)

### Reporting and Questions Regarding Freedom of Expression

Enquiries related to freedom of expression, or a complaint are managed through several different offices at the college depending on the nature of the question or concern. The Department of Public Safety, Office of Student Community Standards, and the People(s) & Culture Division facilitate connection to appropriate members of the College staff and would adjudicate the most appropriate avenue for a complaint to be managed. If the complaint is made by someone not connected to the college, it will be directed to Public Safety





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(<https://humber.ca/publicsafety/about-us/contact-us> or 416-675-8500). If a complaint is made about a student or student organization, the complainant will be directed to Public Safety or the Office of Student Community Standards ([oscs@humber.ca](mailto:oscs@humber.ca) or (416) 675-6622 ext. 4357). If the complaint is related to the behaviour of an employee, the complainant would be directed to the People(s) & Culture Division via Public Safety.

## Policy on Holding Events on Campus

For details, please see the College's Temporary Use of Space Policy and Procedures. <https://humber.ca/legal-and-risk-management/policies/general-administration/temporary-use-of-space-for-events-policy>

In the case of any internal or external event, an initial risk assessment is conducted by the appropriate Booking Authority (individuals or departments who oversee scheduling and space bookings) within the College. Where an event requires additional approval from the Department of Public Safety and Emergency Management, Department of Capital Development and Facilities Management, Student Services, the Office of Legal and Risk Management, or another College office/department, the Booking Authority will ensure the required approvals have been obtained by the Applicant. If additional security or safety measures are required to host the event and mitigate additional risks and concerns, the Department of Public Safety and the Booking Authority will work with the party interested in hosting the event to communicate the need and, if necessary, related additional costs, etc. in advance of approving the event. During the reporting period there were no instances where a non-curricular event did not proceed due to security concerns or their related costs.

## Complaints

Between August 1, 2023 and July 31, 2024, one official/formal complaint was made by a member of the institutional community (or guests) about free speech.

## Non-Curricular Events

Total: 1408 (1103 non-curricular events and 305 Varsity games). This information contains both in-person and virtual events.



## Additional Comments or Notes:

On November 01, 2023 stickers were reported posted around the Lakeshore Campus with the words “Boycott Israeli Apartheid”. The individual responsible was later identified as a student and temporarily trespassed for violating Humber’s [Posting Policy](#). The posters were removed, and the individual was advised a few hours later that they were welcome to return to campus and informed of the Posting Policy of Humber College. This community member protested that the removal from class was a violation of freedom of expression. In response to the concern, the student met with the Associate Vice President, Learner and Career Success and Dean of Students (Dean of Students) and shared their experience. The Dean of Students indicated that the College is committed to Freedom of Expression and made a further commitment to approach similar situations differently in the future. On November 07, 2023 a protest in response to the war in Israel and Gaza and the above-mentioned incident was organized at the Lakeshore Campus. The protest was conducted safely and there were no complaints related to it.

## Summary Data

Number of official complaints received under the free speech policy relating to curricular and non-curricular events.	1
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