



Humber Institute of Technology  
& Advanced Learning

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

humber.ca

Student Success and Engagement

August 31, 2022

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, 2021 – July 31, 2022

### Institutional Policy

Humber College's Free Speech Policy has not been amended during the reporting timeline; however, Humber revised its Code of Student Community Standards (The Code) during the last calendar year as part of the cyclical review timelines of this policy. The Code is referenced in the Free Speech Policy Statement and is the mechanism by which freedom of expression complaints in which the respondent is a student would be investigated. 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 Department of

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Human Resources 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 would be taken by Public Safety (<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 directed at the behaviour of employee, the complainant would be directed to Human Resources 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.

In the past 12 months, we are not aware of an event that did not proceed on the basis of additional costs associated with risk mitigation.

### Complaints

Between August 1, 2021 and July 31, 2022, no member of the institutional community (or guests) made an official/formal complaint about free speech.

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## Non-Curricular Events

Total: 965 (892 non-curricular events and 73 Varsity games). This information contains both in-person and virtual events.

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### Additional Comments or Notes:

While no formal complaints were filed between August 2021 and July 2022, Humber was informally asked to review aspects of the space booking policy (intended for formal film shoots) that were impacting student journalists. The college reviewed the relevant aspects of the policy and augmented or provided clarity to allow for additional flexibility for student journalists.