



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

Humber Institute of  
Technology and Advanced  
Learning

January 2019 - August 2019

**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.

On December 17, 2018, in advance of implementation, Humber's policy statement was delivered to students, faculty and staff through Humber's primary channels used to communicate college-wide policies or information which included an all-employee announcement via Humber's daily newsletter to staff and Humber Today, the college's news service. Students and employees were encouraged to familiarize themselves with the policy and the new policy was discussed directly with elected student governors and representatives. The policy statement is publicly available at: <https://humber.ca/legal-and-risk-management/policies.html>

In addition to the policy statement being communicated, a set of Frequently Asked Questions (FAQs) were published to address questions that Humber students, faculty and staff might have about the policy statement and what it means in practice at Humber College. Relevant contact information was also provided to ensure that any further questions could be addressed.

The FAQ and contact information are publicly available at: <https://humber.ca/updates#free-speech>

The information following details Humber's responses to the questions outlined by the Higher Education Quality Council of Ontario's memo dated June 12, 2019. The responses below have been organized to be consistent with the reporting categories outlined in the memo: 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 regard to freedom of speech. No issues have emerged that have required the college to review or amend the existing policy statement.

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 Student Code of Conduct 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."

On January 8, 2019, Humber initiated a Temporary Use of Space Policy to centralize non-academic space booking processes and oversight. Through this policy Humber is better able to coordinate activities on Humber campuses and will be able to have a centralized roster of event and space bookings to ensure the collection of relevant information to support reporting.

## EVENTS

Humber's vibrant campus life is a part of an active, healthy and inclusive institution and community. From January 1, 2019 until August 19, 2019, Humber hosted or played host to over 2,000 events on its multiple campuses. The nature of these events included but was not limited to recreation classes, internal/external camps, public displays/installations, lecture series, socio/cultural events and guest speaker presentations. 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).

For public space use, a committee reviews all proposals and determines if there are additional costs to hosting the proposed event, depending on the nature and scale (room setup, cleaning, additional security, AV/IT, etc.). Organizers are made aware of costs prior to the event. The committee also reviews proposed locations for appropriateness and capability (size of space, accessibility, emergency pathways, etc.). From the effective date of the policy statement, no events were cancelled or prevented from occurring on the basis of security concerns or due to cost.

## 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.