

Anti-Racism/Anti-Hate Annual Report: 2024-2025

INSTITUTION INFORMATION

Institution: Sault College of Arts and Technology

Reporting Period: September 1, 2024 – August 31, 2025

Submitted to: Ministry of Colleges, Universities, Research Excellence and Security (MCURES)

Contact Person: Kevin Hemsworth, Director, Student Services & Success

COMMITMENT TO ADDRESSING RACISM & HATE ON CAMPUS

Sault College is committed to creating a safe, inclusive, and respectful environment for all members of our community. We endeavour to foster an environment where learning, discussion, and acceptance are encouraged, and everyone feels safe, seen, and included during their academic journey. For more information on how our various statements and policies are intended to foster an inclusive and safe environment, please visit our [Commitment to Addressing Racism and Hate](#) web page.

COMPLAINT STATISTICS

Category	Total Complaints	Proceeded to Review	Not Reviewed	Notes
Verbal Harassment	2	2		Inappropriate comments
Physical Harassment	0	0		N/A
Property Damage	0	0		N/A
Online/Virtual	1	1		Cultural appropriation
Other (specify)	0	0		N/A

Note: As this is the first year for this report, there is no prior year to compare these specific statistics with, but the number of incidents is on par with what we've seen on campus in past years.

HATE INCIDENT CLASSIFICATION

Human Rights Code Ground	Sub-Category	Number of Complaints	Proceeded to Review	Notes
Race	Anti-Black Racism	1	1	Perpetrator not found
Race	Anti-Indigenous Racism	1	1	Verbal warning

Religion	Antisemitism	0	0	
Religion	Islamophobia	0	0	
Sexual Orientation	Homophobia	1	1	Sanctions
Gender Identity	Transphobia	0	0	
Disability	Ableism	0	0	
Other (specify)		0	0	

INCIDENT OUTCOMES

Outcome Type	Number of Cases	Average Resolution Time	Notes
Investigation Completed	3	2 weeks	
Informal Resolution	1	1 week	
Disciplinary Action Taken	1	1.5 weeks	
Interim Measures Applied	1	N/A	
Law Enforcement Involved	0	N/A	
Appeals Filed	0	N/A	

Summary:

While the College has multiple formal avenues for reporting incidents of racism/hate, there are additional incidents that are mentioned anecdotally but not formally documented. Often these are complaints that students have against faculty/staff, but they do not wish to see them investigated, sometimes out of a stated concern for retribution, but other times they simply want to tell their story to someone. We have identified that we could begin to track these (in Student Services) to observe trends, but without due process there is a risk that these allegations may be unfounded and potentially harmful to the reputations of those involved. We added an anonymous complaint form to our public-facing website in September 2025, to capture complaints from the general public as well as internal complaints from students or staff. Incidents reported there will be added to our report in 2025-26.

CONFIDENTIALITY AND ANONYMOUS REPORTING

- **Anonymity Mechanism:** Anonymous complaints are received through our [anonymous complaint form](#), located under our [Commitment to Addressing Racism and Hate](#) and on our [Policies page](#).

- **Privacy Measures:** Anonymous complaints are received and handled in the President's office. Unless permission has been explicitly granted, no identifying information is shared in discussions regarding complaint reporting trends.

INSTITUTIONAL IMPROVEMENTS AND INITIATIVES

- **Training & Education:** College offered PD on traditional Indigenous practices (medicine, language, etc., documentary film, bannock-making); onboarding training on Truth & Reconciliation; workshop on essential tools to affirm and support 2SLGBTQIA+ students; H&S training that includes workplace harassment & discrimination training
- **Policy Updates:** Transitioned from Student Code of Conduct to Student Behavioural Standards: a trauma-informed policy and process with a restorative justice focus that offers greater transparency in process and consistency in sanctions
- **Proactive Measures:** Multiple events focused on education and awareness: Pride flag-raising, Black History Month, National Day for Truth & Reconciliation, Indigenous Peoples Day, International celebrations (eg. Diwali, Carnival, Cinco de Mayo, etc.)

ADDITIONAL NOTES OR APPENDICES

[Commitment to Addressing Racism and Hate](#)

[Student Behavioural Standards](#)

[Anonymous Complaint Form](#)