

Freedom of Speech Annual Report Template (2025)

As indicated in the December 14, 2018 and September 12, 2018 memos from the then Ministry of Training, Colleges and Universities, each of Ontario's publicly-assisted colleges and universities is to prepare an annual report on the implementation of a free speech policy. Please use this template; you may append additional documents or institution-specific information as you see fit.

The institutional Freedom of Speech Annual Report will be a public document and should respect privacy obligations. Please report on events or incidents that took place between **August 1, 2024** and **July 31, 2025**.

The reports are to be posted on the institution's website and submitted to the Higher Education Quality Council of Ontario (HEQCO) by **September 2, 2025**.

Please submit your institution's annual report and the link to its location on your website to submissions@heqco.ca. Please reach out to HEQCO at the same address with any questions.

Section A: Institutional Policy

You may append additional documentation or institution-specific information as you see fit.

Has your institution amended its free speech policy (or policy framework) since the time of your 2024 report? If so, please explain the reason for the change and provide the link to its location on your institutional website.

The Free Speech Policy was updated and approved on January 17, 2025, and made effective January 31, 2025.

The policy is reviewed and updated annually. The policy was amended in 2025 to include definitions and expand statements to address and combat racism and hate speech, including but not limited to anti-Indigenous racism, anti-Black racism, antisemitism and Islamophobia as directed by the Ministry's Directive on Anti-Racism/Anti-Hate. A statement on the right to take part in orderly assemblies or protests was also included as the college is working on a right to protest operating procedure. Cambrian College also elevated the 2024 version "Policy Statement on Upholding Free Speech" and changed the title to "Free Speech Policy" to align with the structure of our other existing policies and policies across the college system.

The link to the policy on the web is here: <https://cambriancollege.ca/policies/free-speech-policy>

Where are members of the institutional community (or guests) directed when there is a free-speech-related question or complaint about an institutional event? Please provide contact information.

Effective June 2025, Cambrian College launched a new online formal complaint form designed to receive complaints from staff, students, and visitors on a wide range of topics, including those related to free speech, and efficiently direct them to the appropriate contact or department. The primary recipients of these submissions are the Manager of Enrolment Services & Financial Aid (Enrolment Centre), the Manager of Public Safety & Residence Operations (Public Safety), and the Manager of Equity, Diversity, and Inclusion (Glenn Crombie Centre). The form also provides the option to submit complaints anonymously.

Individuals may also present an issue or complaint directly to the Office of the President.

What is your institution's policy on holding events where there are security concerns? To your knowledge, were there any instances where a non-curricular event did not proceed due to security concerns or their related costs?

Cambrian's Use, Lease or Rental of College Facilities and Equipment Policy, provides the guidelines, conditions and requirements governing the use of college facilities to external users. To date, the College has not encountered any free speech related costs and/or safety concerns related to events on campus. Furthermore, the College is not aware of any non-curriculum events being cancelled or not proceeding due to these concerns.

Section B: Complaints

You may append additional documentation or institution-specific information as you see fit.

Between **August 1, 2024** and **July 31, 2025**, did any member of the institutional community (or guests) make an official complaint about free speech? If yes, please provide a general description that protects the privacy of complainants.

During the described period, no member of the institutional community nor any guests made an official complaint about free speech.

If there has been an official complaint (or more than one):

What were the issues under consideration? Please identify any points of contention (e.g., security costs, safety, student unions and/or groups, operational requirements, etc.).

NA

How did the institution manage the free speech complaint(s)? Was the complaint addressed using the procedures set out in the policy? How were issues resolved?

NA

Section C: Summary Data

Please provide the following summary data for free-speech-related official complaints received by the institution:

Number of official complaints received under the free speech policy relating to curricular and non-curricular events.	0
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

To the best of your ability, please provide an estimate of the number of **non-curricular events** held at the institution either online or in person between **August 1, 2024 and July 31, 2025**. Non-curricular events include, for example, invited speakers, sporting events, rallies, student life/student affairs events, conferences, etc., as opposed to regular events held as part of an academic program or course.

There were approximately 266 non-curricular events held at Cambrian College between August 1, 2024, and July 31, 2025.

Institutional Comments (if any).

Cambrian College's unwavering commitment to protecting freedom of speech is exemplified by its long-standing dedication to supporting an inclusive learning community where everyone feels empowered to engage in thoughtful and respectful discussion and debate.