

Harassment and Discrimination Policy and Reporting Annual Report

2025 - 2026



**Cambrian
College**

2025 – 2026 Annual Report

Cambrian College is required to prepare an annual report as per the Minister’s Anti-Racism/ Anti-Hate Directive for Publicly Assisted Colleges and Universities, dated January 2024.

Effective January 31, 2025, Cambrian’s Harassment and Discrimination Policy was updated to meet the new requirements under the above-mentioned directive.

The new policy specifies the requirements of the annual report which include:

a) **Number and type of complaints reported by students and employees including a general description/categorization which include either verbal, physical or property**

Over the past calendar year, Cambrian College recorded 184 direct contacts via the online reporting tool, email, phone calls, and in-person. 49 of those were formalized through the online reporting form, by email, telephone or in-person.

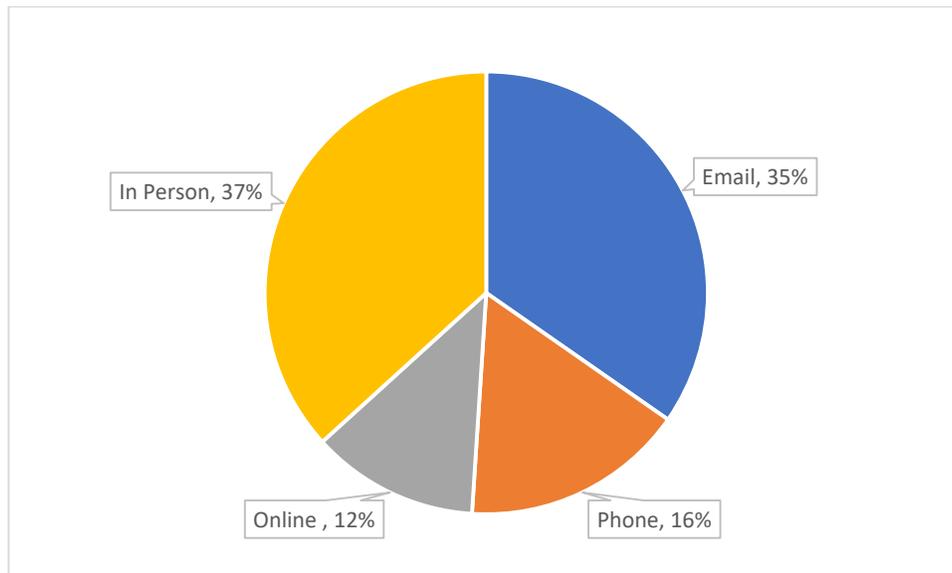


Chart 1: Total Number of Formal Complaints Received in 2025

In the context of harassment and discrimination, “property”, “physical”, and “verbal” refer to the modes of conduct used to demean, threaten, or intimidate an individual. These are defined as follows:

- *Verbal harassment involves using spoken or written language to abuse or threaten.*
- *Physical harassment involves unwanted bodily contact, violence, or actions that create fear for personal safety.*
- *Property harassment typically refers to activities that involve damaging or interfering with an individual’s personal belongings or property to cause distress.*

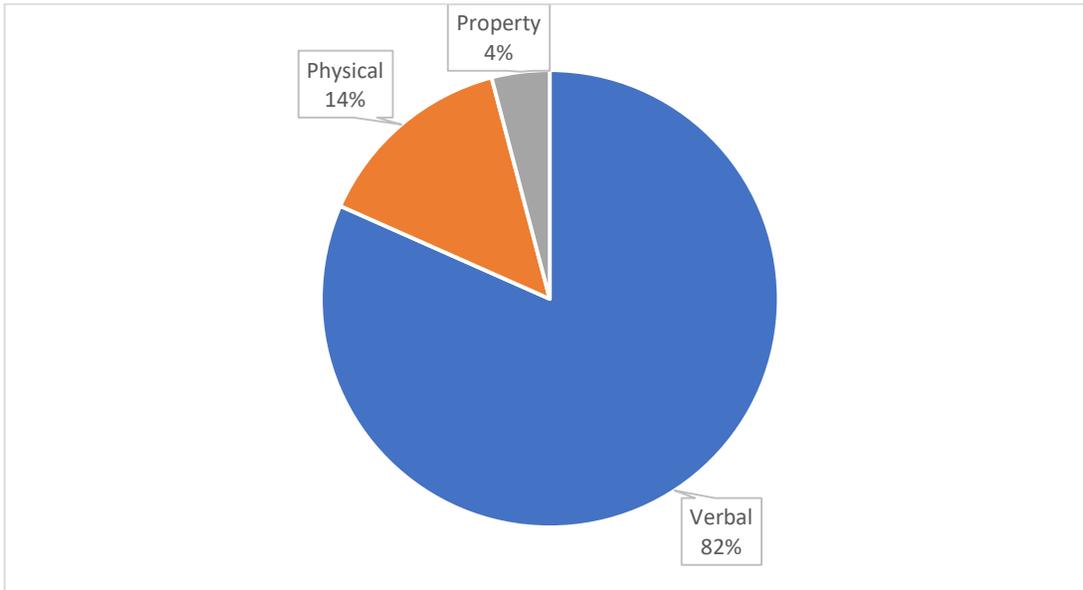


Chart 2: Categorization of Complaints Reported by Students and Employees

Chart 2 illustrates that 82% of cases were verbal in nature, 13% were physical and 5% were related to property.

b) The associated Code group (e.g. ethnicity, race, creed, sexual orientation) and the sub-category (e.g. anti-Black racism, anti-Indigenous racism, antisemitism and Islamophobia) as applicable.

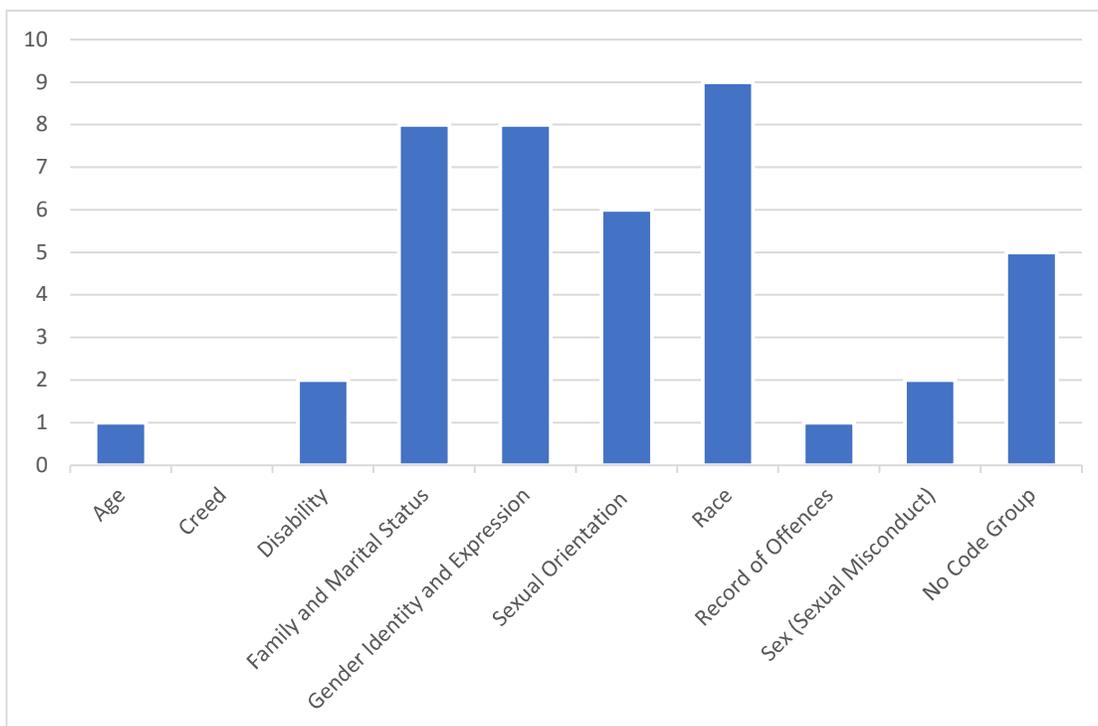


Chart 3: Code-Grounds* Discrimination and Harassment Complaints Received by Students

Chart 3 illustrates the number of cases of code-based discrimination and harassment by grounds* for all formal student complaints

Furthermore, the Ministry Directive asks that these complaints be broken down into sub-categories which include anti-Black racism, anti-Indigenous racism, antisemitism and Islamophobia. The following table notes that three of these complaints were anti-Indigenous.

Table 1: Code-Grounds* Discrimination and Harassment Grounds Sub-Categories Received from Student Complaints

Sub-Category	Contact
Anti-Black Racism	0
Anti-Indigenous Racism	3
Antisemitism	0
Islamophobia	0

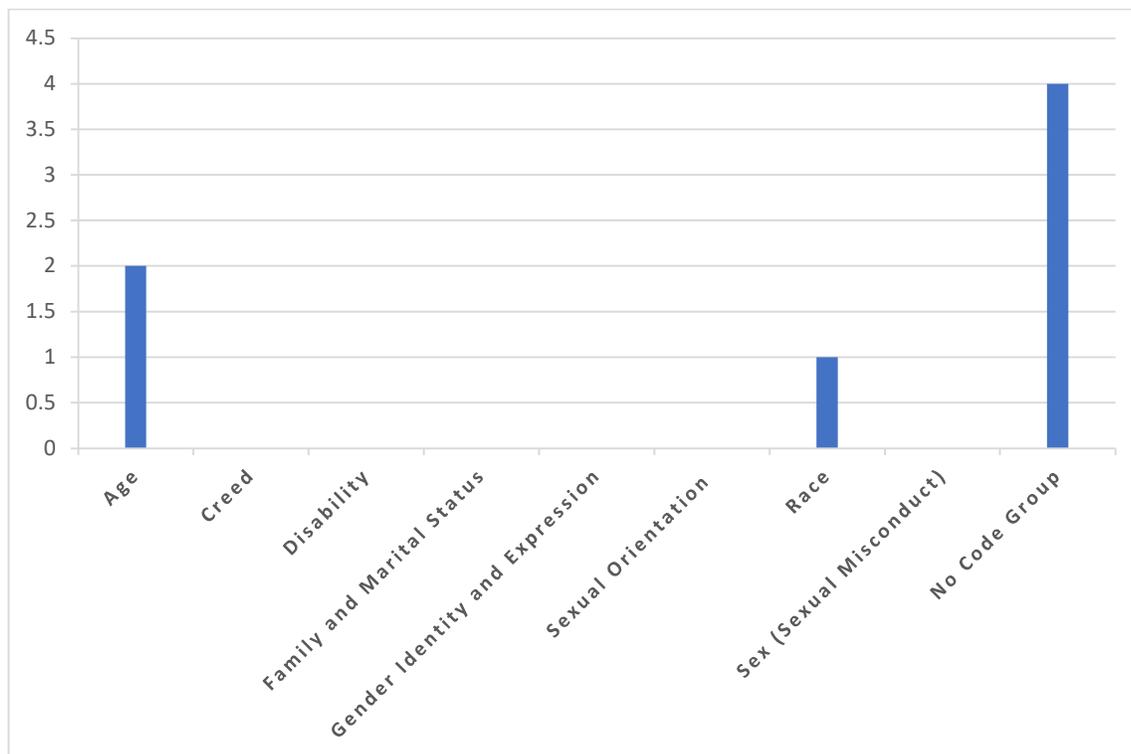


Chart 4: Code-Grounds* Discrimination and Harassment Complaints Received by Employees (staff and faculty)

*Ontario Human Rights Code grounds include but are not limited to:

- Age, Creed (religion), Sex (including pregnancy and breastfeeding), Sexual orientation, Gender identity, Gender expression, Family status (such as being in a parent-child relationship), Marital status (including married, single, widowed, divorced, separated, or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship), Disability (including mental, physical, developmental, or learning disabilities), Race, Ancestry, Place of origin, Ethnic origin, Citizenship, Colour, Record of offences (criminal conviction for a provincial offence, or for an offence for which a pardon has been received)

c) **Outcomes of these incidents, including response and resolution timelines (e.g. the number of months to resolve a complaint), finding of investigations, disciplinary measures taken, and any involvement of law enforcement.**

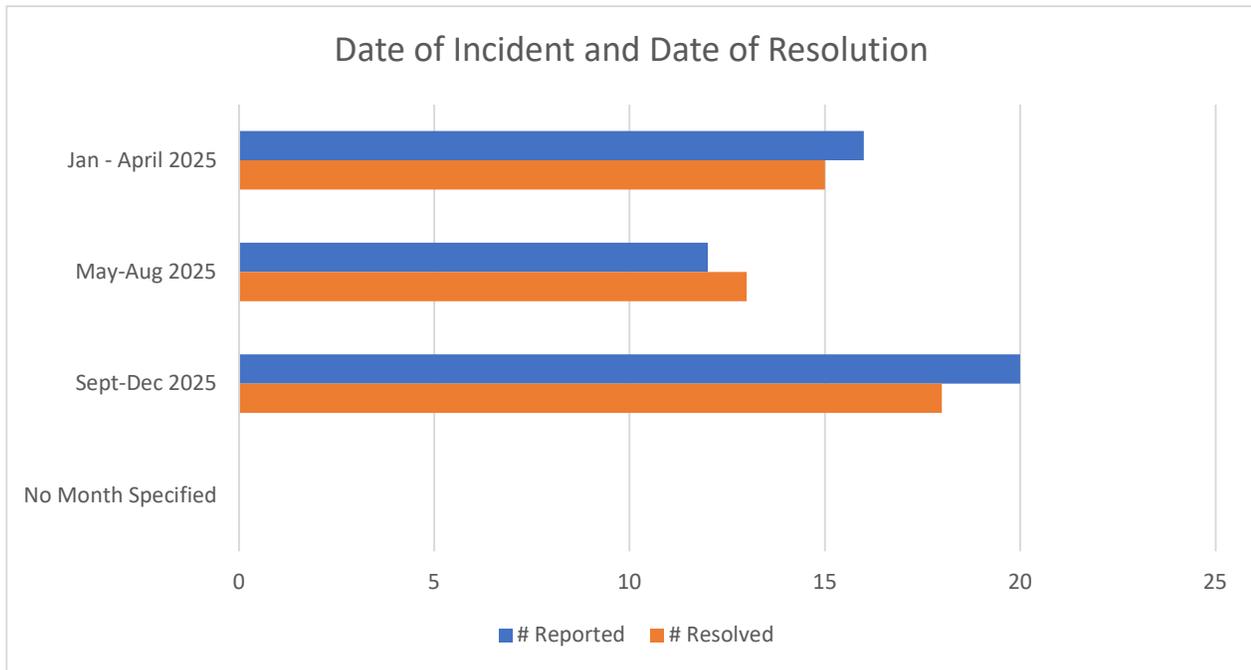


Chart 5: Timeline to Resolved Reported Incidents

Chart 5 illustrates which timeframe the complaint was reported and resolved. 30% of cases were resolved within a week with an additional 19% of cases were resolved within two weeks. Two cases received by the Human Resources Department in December are still under investigation.

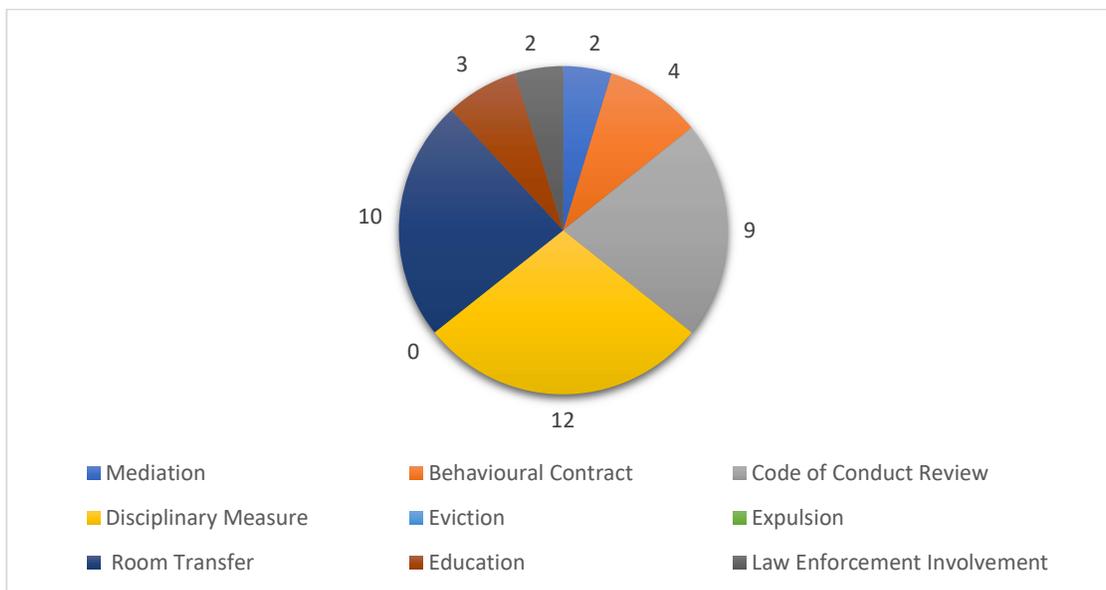


Chart 6: Outcome of Reported and Resolved Incidents for Students

Chart 6 illustrates the measures taken to ensure a safe environment free of harassment and discrimination on campus. In only 2 cases, there was the need to involve law enforcement.

Employee complaints were not included in the above chart since one was dismissed, four investigations concluded with harassment not substantiated, one settled and two are pending current investigations.

d) Explanation for cases where the 12-month timeframe to provide the institutional decision and response was not met due to extenuating circumstances.

There were no cases where the 12-month timeframe to provide a decision was not met.

Initiatives/Programs

The following is a list of initiatives, events and programs established by Cambrian College to promote awareness and provide cultural education and awareness of our Harassment and Discrimination Policy.

- Ongoing mandatory staff training which includes Cultural Diversity, Workplace Violence Prevention Training as well as Sexual Assault/Sexual Violence Prevention Policy Training. Also, when necessary, staff may be directed to complete sensitivity training.
- Cambrian offered targeted learning and performance support initiatives to help employees strengthen inclusive practices.
- Hosted orientation sessions for new and returning students, both on-campus and virtually, to educate them about consent, Sexual Assault/Sexual Violence definitions, and available resources on and off campus.
- Staff access to a digital Cultural Calendar that highlights certain culturally important dates and provides educational resources.
- Creation and distribution of an Equity, Diversity and Inclusion newsletter for employees.
- Display on screen around campus important cultural events highlighting important people that contributed to society (i.e. Black History Month, International Women's Day, Truth and Reconciliation Day)
- The library curates a collection of books available for staff and students, highlighting culturally significant days.
- Our International Department organizes campus wide events to celebrate culturally significant days. These include Lunar New Year, Eid Al-Fitr, Diwali.
- The Cambrian Student Council organized a Black History Month event which features food, music, local Black businesses and Afro Culture.
- Our Truth and Reconciliation Circle organize campus wide events to celebrate Indigenous Peoples. Some of these events include National Indigenous People Day, joint initiatives with Laurentian University and College Boreal for the Red Dress/Moose Hide Campaign and the Métis Rendezvous.

- Annually, Cambrian also participates in the Greater Sudbury Police Service Truth and Reconciliation Relay where community comes together on the National Day for Truth and Reconciliation to promote healing and raise awareness of the legacy of residential schools in Canada.
- Equity, Diversity and Inclusion Speaker Series focused on Indigenous and culturally diverse topics. This year included Indigenous speaker Teddy Syrette and Human Rights Lawyer, Njeri Sojourner-Campbell
- Cambrian hosted the Sudbury Community Pride Run in July 2025.

Services and Supports for Students and Employees

1. Glenn Crombie Centre for Accessibility, Counselling and Wellness – offers confidential short-term on campus counselling support services.
2. Sudbury and Area Victim Services providing support to victims or at risk for Human Trafficking
3. Formal partnership with local police services.
4. Online support – WeConnect – provides 24/7 services for victims/students with a mix of therapy, virtual doctor visits, lifestyle counselling, courses, tools, and events to improve mental and physical health.
5. Online support – Talk Campus – provides real-time 24/7 mental health and wellness services in 25 languages. This app is supported by a specially training community to offer non-emergency mental health and wellness supports to our students, peer-to-peer.
6. The Safe at Cambrian App (<https://safe.cambriancollege.ca/>) includes information on the Harassment and Discrimination Policy as well as the how to file a complaint, report an incident, and contact campus security. The app also provides the option of sending your location in real-time to a friend so that they can watch you as you walk to your destination.
7. The Telus Health Employee and Family Assistance Program provides employees and their families with immediate and confidential support to help resolve work, health, and life challenges.