

THE FANSHAWE COLLEGE OF APPLIED ARTS & TECHNOLOGY
(Fanshawe College)

Free Speech Policy Annual Report

August 1, 2019 – July 31, 2020

Fanshawe College implemented a free speech policy on January 1, 2019: Fanshawe policy C305: Free Speech attached below. The policy has not been amended since the 2019 report.

Institutional Culture & Policies:

Since August 1, 2019, there have been no ongoing debates or dialogues at Fanshawe College in regards to freedom of speech. Fanshawe College is an open and accessible educational environment. No institutional practices or policies have changed since C309 has been implemented. There have been no issues at Fanshawe College in regards to free speech during the period of August 1, 2019 – July 31, 2020.

Events:

Fanshawe College hosted an estimated 125 non-academic events during the period of August 1, 2019 – July 31, 2020. Free speech questions or concerns are directed to the Executive Director of Reputation and Brand Management. There has been no cost to Fanshawe College due to free speech related events. There have been no events canceled or postponed due to security concerns.

Complaints:

Fanshawe College has received zero complaints or concerns about restriction of Free Speech on campus.

Policy No. & Title: C305 FREE SPEECH*Effective:* 2019-01-01*Next Review:* 2024-01-01*Policy Sponsor:* Executive Director, Reputation and Brand Management*Approvals:* 2018-12-17

1. PURPOSE

The purpose of this policy is to support and protect freedom of expression as essential to discovery, critical assessment, effective dissemination of knowledge and ideas and social and economic advancement. This applies to the entire college community as well as guests and all others present at the College.

2. DEFINITIONS

College community: Includes all members of the Board of Governors, employees, students, designated contractors, alumni, retirees and guests.

Free Speech: is freedom of expression; meaning the right to speak, write, listen, challenge and learn.

3. POLICY

Fanshawe College is a place that allows and encourages open discussion and diverse and free inquiry. It is a learning environment where ideas and viewpoints can be explored, discussed freely and debated openly without fear of reprisal – even if these are considered to be controversial or conflict with the views of some members of the college community.

Although the College greatly values civility and all college community shares the responsibility to maintain a climate of mutual respect, it is not the role of the College to shield members of the college community from ideas and opinions that they may find disagreeable or offensive. It is up to individuals and not the College to make such judgments for themselves and to debate and challenge ideas that they find unacceptable.

Members of the college community are free to criticize and contest the views of others; however, they may not obstruct or interfere with the freedom of others to express their views. The rights of others to express or hear ideas must also be respected. The College may reasonably regulate the time, place and manner of freedom of expression to ensure that it does not disrupt normal operations and ordinary activities nor endanger the safety of others.

Speech that violates the law, including the Ontario Human Rights Code, is prohibited. Speech that constitutes harassment, a threat or hate speech is also not allowed. Other context-specific boundaries to freedom of expression may also apply, such as those arising out of the terms of employment and collective agreements.

Existing college mechanisms and processes will be used to handle complaints and ensure compliance with the policy. Complaints that remain unresolved may be referred to the College Ombudsman. Existing disciplinary measures will apply to those whose actions are contrary to this policy.

4. REFERENCES

ONTARIO HUMAN RIGHTS CODE

[1-F-06 ACCESS TO MAIN CAMPUS BUILDINGS](#)

[A128 STUDENT APPEALS](#)

[A130 STUDENT CODE OF CONDUCT](#)

[A135 DIRECTED WITHDRAWALS](#)

[C308 COLLEGE GOVERNANCE ACCOUNTABILITY](#)

[P103 SAFE COLLEGE CAMPUS](#)

[P207 EMPLOYEE CODE OF CONDUCT](#)

[P208 RESPECTFUL COLLEGE COMMUNITY AND PREVENTION OF HARASSMENT AND DISCRIMINATION](#)

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