

2025 Report on Bill 166, Minister's Directive on Anti-Racism and Anti-Hate

Prepared for the Board of Governors

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1. Background Context: Bill 166

Bill 166, Strengthening Accountability and Student Supports Act, amends the *Ministry of Training, Colleges and Universities Act* to strengthen institutional accountability related to anti-racism and anti-hate policies in Ontario's postsecondary sector. Under *Bill 166*, all publicly assisted colleges and universities are required to:

- Maintain anti-racism and anti-hate policies and rules
- Report annually to their Boards of Governors on the implementation and effectiveness of these policies
- Make the report publicly available on a dedicated webpage
- Submit the report to the Minister by January 31 of each year, beginning January 31, 2026

The legislation establishes minimum reporting requirements, while allowing institutions the discretion to define additional content through their policies. All reporting must be done in a manner that protects individual privacy.

2. Institutional Compliance

Fanshawe is compliant with all requirements of the Minister's directive on anti-racism and anti-hate for publicly assisted colleges and universities. This section of the report highlights some of those requirements in further detail.

Per the Bill 166 directive, the Centre for EDI (CEDI) undertook a consultation process in early 2025 to identify the needs and priorities of the College with respect to anti-racism and anti-hate. CEDI facilitated a College-wide survey and carried out targeted consultations, including through the EDI and Anti-Oppression Task Force. The outcomes of the consultations informed Fanshawe's implementation of Bill 166.

Fanshawe amended *A130: Student Code of Conduct* and *P208: Respectful College Community and Prevention of Harassment and Discrimination*, aligned with the *Ontario Human Rights Code* and *Bill 166* requirements. These policies define how the College

addresses and responds to incidents of racism and hate. The policies outline procedures for intake, institutional assessment, complaint review, interim measures, decision-making, outcomes, and appeals. The College publishes these changes on its official corporate policies webpage and provides guidance through the CEDI website.

CEDI established a centralized and publicly accessible website to provide reporting information and related resources. Additionally, CEDI implemented the *Supporting Anonymous Feedback on Equity, hate, and discrimination Reporting (SAFER) Form* to provide an anonymous avenue for reporting issues related to racism and hate. CEDI reviews and analyzes information collected through *SAFER* to support institutional accountability, identify trends, and inform ongoing efforts to foster an inclusive campus culture.

3. Purpose

The annual BOG report serves to:

- Demonstrate institutional compliance with Bill 166
- Provide transparency regarding incidents of racism and hate
- Assess the effectiveness of institutional response mechanisms
- Identify trends, gaps, and areas for continuous improvement

4. Format

The report is formatted as a high-level, chart-based summary that includes charts adapted from the policy framework. This report is not case-specific and is designed to present aggregated, de-identified data. The framework organizes information into three core reporting areas, each presented as a chart.

5. Report

The following charts summarize the complaints reported to Fanshawe College departments (Centre for Equity, Diversity and Inclusion; Human Resources; and Campus Security) from January 2025 to December 8, 2025, related to racism, hate, discrimination, and other forms of bias. The data includes complaints submitted by students, faculty, and staff, as well as community members where applicable. Complaints are categorized by whether they proceeded to a formal investigation, the type of incident, and the applicable *Ontario Human Rights Code* (OHRC) prohibited ground. The report also includes outcomes, such as findings of investigations, disciplinary measures taken, and any

educational or corrective actions implemented. All data is presented in a way that preserves the privacy of individuals involved.

Complaints Overview

Category	Number of Complaints
A) Proceeded to formal investigation	6
- Founded findings (policy violation)	4
- Unfounded findings (no policy violation)	2
B) Did not proceed to formal investigation	10
Anonymous or documentation-only	2
Informally resolved/supported	7
Complaint disengaged	1
Total Complaints Received	16

Complaints resolved through formal investigation ranged from less than a day to fifty-two days, depending on complexity and need for investigation. All timelines were within the prescribed response periods per the various policies. Complaints handled through informal resolution, CEDI support, or documentation varied in duration and followed internal support processes.

Complaint Types

Incident Type	Number of Complaints
Verbal/behavioural conduct	11
Online content	4
Property-related incident	1
Physical incident	0

Most reported incidents primarily involved verbal or behavioural conduct, with few reports related to online content and property-related incidents. The College received no reports of physical incidents during this reporting period. This classification helps the College understand how complaints occur and inform response efforts.

Complaint Outcomes

Outcome Measure	Reporting Data
Disciplinary measures taken	4
Educational / corrective actions implemented	5
Law enforcement involvement	0

This chart summarizes how complaints were addressed. Four complaints resulted in disciplinary measures, five complaints resulted in educational or corrective actions, and none involved law enforcement.

Complaint Code Grounds

OHRC Code Ground	Sub-Category	Number of Complaints
Age	N/A	0
Ancestry/Colour/Race	Anti-Black/Anti-Caribbean racism	1
	Antisemitism	1
	Anti-Arab racism	1
	Anti-Pakistani racism	1
	General race-based discrimination	4
Citizenship	Anti-Ukrainian sentiment	1
	Discrimination based on newcomer status	1
Ethnic Origin	Anti-Arab racism	1
	Anti-Black/Anti-Caribbean racism	1
	Anti-Pakistani racism	1
Place of Origin	Anti-Arab racism	1
	Anti-Black/Anti-Caribbean racism	1
	Anti-Pakistani racism	1
Creed (Religion)	Religion-based discrimination	1
Disability	Neurodivergence / ableism	2
Family Status	N/A	0
Marital Status (including single status)	N/A	0
Gender Identity / Gender Expression	Anti-trans discrimination	4

Receipt of Public Assistance (in housing only)	N/A	0
Record of Offences (in employment only)	N/A	0
Sex (including pregnancy and breastfeeding)	Sexism / anti-women discrimination	1
Sexual Orientation	Anti-queer discrimination	4

Complaints most frequently identified ancestry, colour, and race as the relevant OHRC ground, with general race-based discrimination being the most frequently reported. Complainants also frequently identified gender identity and sexual orientation, including multiple complaints of anti-trans and anti-queer discrimination. Overall, the complaints related to racial and 2SLGBTQIA+ issues accounted for the largest proportion of reported complaints during this period. Please note that complainants self-identify these Code grounds and sub-categories at the time of reporting. These classifications capture more specific information about the nature of the reported incidents, in alignment with *Bill 166* reporting requirements. These do not represent classifications or attributions made by Fanshawe nor do they reflect specific Code grounds.

The Bill 166 reporting will be presented annually to the Board of Governors each January, and this report will be made publicly available. We will continue to monitor the various reporting sites and routinely coordinate with the reporting departments to ensure timely updates.