

CR311: Anti-Racism and Anti-Hate Policy

Policy Title:	Anti-Racism and Anti-Hate Policy
Policy Number:	CR311
Owner:	SVP, Belonging, People and Culture
Approved by:	CET
Effective Date:	January 31, 2025
Reference:	Strengthening Accountability and Student Support Act, 2024 Workplace Harassment, Discrimination and Bullying Policy
Links to Other Policy:	Student Code of Conduct Complaint Policy Upholding Free Speech

St. Lawrence College is committed to making our resources fully accessible to all persons. This document will be made available in alternative format upon request.

BACKGROUND

Purpose:

St. Lawrence College (the “College”) is committed to creating and maintaining a learning environment, workplace, and community that is inclusive, respectful, and free from systemic, institutional, and individual discrimination.

The purpose of this policy is to establish the College’s commitment to anti-racism and anti-hate to foster a positive student and employee experiences and thriving campus communities to support learning and optimize academic, and ultimately, labour market success. The College will approach their commitment by taking an anti-racist and intersectional approach to learning and unlearning as a collective College community. The College will take actions that are proactive to ensure awareness, education, and prevention. While also being responsive to individual and systemic racism through reporting and accountability mechanisms.

Scope:

Ensuring the College is free of racism and hate is a shared responsibility therefore this Policy applies to all employees, workers, and volunteers (which includes guest speakers), regardless of work mediums, in that it reinforces that all employees, workers, and volunteers are entitled to be free from racism and/or hate enacted by students, other employees, workers and volunteers; and it also prohibits all racism and hateful actions by employees, workers and volunteers towards students.

This Policy also applies to all students in that they are prohibited from racist or hateful actions against other students, employees, workers, and volunteers (which includes guest speakers). Students at St. Lawrence College are governed by the Student Code of Conduct and the Complaint Policy, however, in circumstances where students have a dual role as an employee and a student (e.g., CSEP students, co-op students, interns, placement students), this Policy also governs the student employee. The student will adhere to the policy according to the circumstances of their role.

This Policy applies to all racism and hate incidents occurring on campus; off campus at college related events; in the course of work assignments or placements off campus; and, during work-related travel. It may also apply if racism and/or hate-related incidents occur outside the workplace but have a direct link to, and/or an adverse effect on, employee relationships in the workplace.

Employees, contractors, service suppliers, and volunteers (including guest speakers) of the College are accountable to the Workplace Harassment, Discrimination and Bullying Policy.

Students are accountable to the Student Code of Conduct.

As referenced in both policies, all groups are protected by the Ontario Human Rights Code, Canadian Charter of Rights and Freedoms, Accessibility for Ontarians with Disabilities Act, and the Criminal Code of Canada.

POLICY STATEMENTS

Definitions:

Anti-oppression: an approach that recognizes the power imbalance within society that attributes benefits to some groups and excludes others. This approach seeks to develop

strategies to create an environment free from oppression, racism and other forms of discrimination.

Anti-racism: the proactive and consistent process of identifying, challenging, preventing, and eliminating racism by advocating for changes that promote racial equity in society. It uses direct action to acknowledge where privilege exists, raise awareness, and challenge beliefs (such as prejudice, bias and stereotypes) at the personal and institutional level.

BIPOC: Black, Indigenous, People of Colour.

Diversity: acknowledging and valuing the presence of diverse groups in organizations and communities including their socio-cultural differences, cultural expressions and contributions; the inclusion of different and varied ways of being, doing and knowing.

Discrimination: Is any form of unequal treatment, whether intentional or not, that is based on the “Protected Grounds” under Code. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of imposing burdens, obligations, or disadvantages, on certain groups of people, or which withholds or limits access to opportunities, benefits, and advantages available to other individuals.

Equity: the state achieved in an education system when community members with diverse backgrounds, lived experiences and needs, are treated with dignity. Equity does not mean treating everyone the same. It creates the conditions of fair, inclusive, and respectful treatment through which everyone may have equal access to resources and equal opportunity to thrive (for example, identifying and removing barriers that impact specific groups of people).

Hate Related: incidents motivated by hatred, bias and/or prejudice against an identifiable group.

Microaggression: a subtle discriminatory statement or action often unconscious or unintentional toward a member of a marginalized group.

Prejudice: Holding negative beliefs or attitudes towards individuals or groups based on their race.

Racial discrimination: the differential treatment of a person or group on the basis of race, colour, place of origin, ancestry, language, accent, name, cultural practices, and/or other attributes related to the foregoing. This includes any actions or inactions against a person or group.

Racism: arises from a conscious or unconscious belief that one group is superior or inferior to others based on their race, colour, place of origin, ancestry, language, accent, name, cultural practices, and/or other attributes related to the foregoing. Racism can be openly displayed in racial “jokes”, slurs, exclusionary practices, microaggressions, or hate crimes. Racism can also be more deeply rooted in attitudes, values, ignorance, and stereotypes, which have evolved over time and become a part of systems and institutions. Racism occurs in the context of a power and privilege imbalance that perpetuates the dominance of one group over another. Racism may be experienced at an individual, institutional, or systemic level.

Individual racism: refers to an individual intentionally or unintentionally expressing racist assumptions, beliefs or behaviours and is a form of racial discrimination, whether expressed overtly or covertly.

Institutional racism: occurs when institutions create or maintain racial inequity, often as a result of hidden biases in policies, practices and procedures that privilege some groups and disadvantage others

Systemic racism: occurs when racist assumptions, beliefs or behaviours are reinforced by systems of power that perpetuate racial group inequity. Systemic racism involves dimensions of our history and culture that have allowed racial privileges and inequities to endure and adapt over time.

Policy Statements:

1. Harassment, discrimination, bullying, and hate motivated behaviours are not tolerated at the College.
2. All incidents of racism are encouraged to be reported using the College's online Racism Reporting tool, or through one of the reporting mechanisms set out in the Student Code of Conduct or Workplace Harassment, Discrimination and Bullying Policy. For more information refer to Appendix A: Racism Reporting Tool Procedure.
3. All incidents of hate (not racially motivated) are encouraged to be reported to Security, using the Behavioural Intervention Team online reporting tool, or one of the reporting mechanisms set out in the Student Code of Conduct, or Workplace Harassment, Discrimination and Bullying Policy.
4. Individuals or groups impacted by racism or hate will be treated with dignity, respect, compassion and will be heard. They will be addressed with a trauma-informed approach and be empowered with informed decision making.
5. While the College also upholds freedom of expression and association, all College community members are required to exercise those rights in a way that does not contribute to harassment, discrimination, or hate speech. The rights to freedom of expression and association are not absolute. Refer to Upholding Free Speech policy.
6. The highest degree of confidentiality possible will be maintained for reports submitted under this policy, with regard to the circumstances surrounding the report and subject to any legal obligations the College may face related to a complaint.
7. The guidelines and procedures of the Student Code of Conduct and/or the Workplace Harassment, Discrimination and Bullying Policy will be the formal accountability standards used with individuals whose behaviour requires enactment of this policy.
8. Ongoing, timely, and applicable learning will be made available, and engagement will be encouraged for all College employees and students relating to anti-racism, power, privilege, intersectionality, and intervention strategies as is possible, and appropriate.

9. The College will report annually on incidents, compliance, and ongoing education and awareness efforts, using data collected during the reporting process to drive continuous improvement and proactive measures to encourage dialogue, early intervention, and de-escalation.
10. The College will continue to identify and eliminate systemic racism from the College’s policies and procedures, and where possible, amplify the voices of equity deserving groups including but not limited to Indigenous, Black, Jewish, Muslim, and racialized people within the college community.

MONITORING

SVP Belonging, People and Culture

NEXT POLICY REVISION DATE

January 2027

SPECIFIC LINKS

[Ontario’s Human Rights Code](#)

[Bill 166, Strengthening Accountability and Student Support Act, 2024](#)

APPENDIX A AND ATTACHMENTS

Racism Reporting Procedures