

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.

George Brown College's [Freedom of Expression policy](#) was not amended since the last reporting in September 2024.

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.

GBC community members or guests are directed to contact the Office of Anti-Racism, Equity and Human Rights Services when issues related to free speech arise. Our Freedom of Expression policy can be found on the college website: <https://www.georgebrown.ca/about/policies/freedom-of-expression-policy>

Contact:

Office of Anti-Racism, Equity and Human Rights Services
George Brown College, 200 King Street East, Rm 264D, M5A 3W8
T: 416-415-5000 | diversity@georgebrown.ca

Members of the GBC Community are also referred to the Ontario Ombudsman for any unresolved complaints.

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?

George Brown commits to providing a safe, respectful and inclusive working, learning and living environments free from hate, discrimination and harassment for all members of the College community.

George Brown has a [Use of College Facilities for Advocacy Purposes policy](#) that works in conjunction with the **Freedom of Expression Policy and Human Rights Discrimination and Harassment policy** and supports the navigation around free speech related rights, safety or cost concerns.

There have been no instances where a non-curricular event did not proceed due to a security concern or their related costs since our last report in September 2024 and during the time period of August 1, 2024- July 31, 2025.

The policy and the adjoining appendix within the [Use of College Facilities for Advocacy Purposes policy](#) sets out how the college manages holding events where there may be security concerns:

The College is responsible for controlling and managing the use and access to college facilities to ensure that College space is used efficiently and responsibly and in ways that are consistent with College's values and priorities, and in a manner that does not interfere with normal academic activities.

Any demonstrations and/or other special events for advocacy purposes are subject to approval and limitation that are set out in the Use of College Facilities for Advocacy Purposes policy and the Freedom of Expression Policy.

The policy outlines the following procedures for events with potential security concerns:

- Individuals seeking to use or book college facilities for advocacy purposes must request approval from the Facilities Management in writing and in advance of proposed use.

- Requests and all information are sent to all appropriate decision makers which may include Public Safety and Security and other College offices as part of the approval process.
- Appropriate decision makers will review and consider the request. A risk assessment may be initiated at the sole discretion of the College and if it is determined that the requesting person/organization may engage in prohibited conduct the request may not be approved.
- Decision maker(s) must exercise discretion when imposing limitations on expressive activity, striking a reasonable balance between the expressive interest of the requesting party and the objectives of the College.

Following the Decision makers' review, a decision, including terms and conditions of use, is communicated in writing to the person or organization who made the booking request.

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

Between **August 1, 2024**, and **July 31, 2025**, the College **did not receive any formal complaints** alleging that the Freedom of Expression Policy was violated. Specifically, there were no complaints asserting that a member of the College community sought to limit or restrict freedom of expression or academic freedom as protected under the Policy.

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.).

No issues were under consideration related to complaints under the Freedom of Expression Policy during the reporting period, as no formal complaints were raised to the College.

How did the institution manage the free speech complaint(s)? Was the complaint addressed using the procedures set out Freedom of Expression Policy? How were issues resolved?

There were no management or resolution processes required during the reporting period, as the College did not receive any formal complaints related to the policy.

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.

During the period of August 1, 2024, to July 31, 2025, George Brown College (GBC) hosted approximately 1000 non-curricular events for students, employees, and the broader community. This total includes both virtual and in-person activities that fall outside the regular academic curriculum, such as workshops, sporting events, student life activities, cultural celebrations, orientations, conferences, information sessions, campus days, and professional development opportunities for employees.

This estimate reflects GBC's ongoing commitment to fostering an inclusive, and engaging campus environment that supports student success, community-building, and opportunities for diverse forms of expression and participation.

Institutional Comments (if any).

No comments