

NIPISSING UNIVERSITY BOARD OF GOVERNORS

ANTI-HATE/ANTI-RACISM REPORT 2025

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As per the Ministry requirement: An Anti-Hate/Anti-Racism Annual Report be presented to the Board of Governors for each year on or before January 31st of each calendar year.

Background

In 2024, the Ontario Government issued the Minister's Anti-Racism/Anti-Hate Directive which specifies expectations of Ontario's publicly assisted colleges and universities regarding policies, procedures, accessibility, complaint mechanisms, and reporting related to Anti-Racism and Anti-Hate. Specifically, that all materials exist in a centralized, publicly available, and accessible platform.

In response to the Ministry mandate, Nipissing University launched the Anti-Hate/Anti-Racism Guidelines available publicly here: [Anti-Racism/Anti-Hate Guidelines | Nipissing University](#). These guidelines direct students to reporting mechanisms (including anonymous reporting), as well as relevant University policies and supports.

Formal Reports

In 2025 two (2) formal reports relevant to these Guidelines were made.

In one report creed and gender were the grounds for the complaint. The investigation process for this complaint is still ongoing and therefore it is not possible to provide further details.

In the other report, race and sexual orientation were the grounds of the complaint. Resolution of the matter took two months. Due to the low report number, it would not be appropriate to include further specific information as this is likely to compromise the confidentiality of the parties involved.

This number does not include general disclosures of discrimination that may have been made to other departments in the University. The University will be working to develop a more accessible and reliable procedure for collecting anonymous information on disclosures of discrimination made throughout the University.

No disclosures were made using the official channels outlined in the Guidelines, however it is recognized that this does not mean they were not made elsewhere in the University that is beyond the ability of this report to capture at this time.

Areas for Improvement

The University will strive to develop procedures for collecting anonymous data on disclosures to all departments.

With the information available it is difficult to assess the causation of low disclosures and reporting. To proactively address the possibility that it reflects either a lack of awareness or concerns with the established procedure, further investigation will be done with the aim to identify and reduce reporting barriers if they are present.

The Access and Belonging office will lead efforts to educate students on the available pathways for disclosure and reporting, and the Guidelines.