

Institutional Anti-Racism/Anti-Hate Annual Report (2025-26)

Institution Name: Conestoga College

Reporting Period: January 1 – December 31, 2025

Date of Submission: January 30, 2026

Submitted to: Board of Governors and Ministry of Colleges and Universities

Contact Person: Trish Weigel Green, Vice President, Students and Registrar's Office

Complaint Statistics

Category	Total Complaints	Proceeded to Review	Not Reviewed	Notes
Verbal Harassment	12	12	0	Slurs, threats
Physical Harassment	1	1	0	Assault, intimidation
Property Damage	0	0	0	Vandalism, Racist Graffiti
Online/Virtual	7	7	0	Cyberbullying
Other (specify)	107	107	0	Comments that have a negative impact on the person, but the comments would not raise to the level of a policy violation, often these are called microaggressions.

Note: Include a brief narrative summary of trends or significant changes from previous years.

Narrative Summary:

Over the past 12 months we have seen an increase in concerns related to identity-based discrimination brought to the Student Rights and Responsibility Office. These have included concerns originating from incidents that took place during group dynamics or comments between students in the hall often resulting in informal resolution and education. The intentional efforts to enhance access and awareness of reporting mechanisms and complaint resolution processes have led to the Student Rights and Responsibilities office receiving an increased number of concerns.

We have leveraged our software to help capture, process and report on issues related to identity-based harms. Internally, we have revamped our complaint form to reflect language students use to enhance comprehension and utility for a diverse student body. Externally, we have partnered with the Region of Waterloo and their anti-hate campaign to promote internal and external reporting and support options. Taking all these things into consideration Conestoga College has worked to both reduce the instances of hate-based incidents as well as respond in thoughtful and timely ways and will continue to deliver proactive programming and education in response to the trends noted above.

Hate Incident Classification

Human Rights Code Ground	Sub-Category	Number of Complaints	Proceeded to Review	Notes
Race	Anti-Black Racism	3	3	

Race	Anti-Indigenous Racism	0	0	
Religion	Antisemitism	0	0	
Religion	Islamophobia	0	0	
Sexual Orientation	Homophobia	1	1	Homophobic language
Gender Identity	Transphobia	0	0	
Disability	Ableism	3	3	
Other (specify)		0	0	

Note: Use anonymized data and avoid any personally identifiable information.

Incident Outcomes

Outcome Type	Number of Cases	Average Resolution Time	Notes
Investigation Completed	70	1 month	
Informal Resolution	57	5-7 days	
Disciplinary Action Taken	0	N/A	Suspension, expulsion
Interim Measures Applied	12	N/A	No-contact or campus restriction orders pending the resolution of the complaint
Law Enforcement Involved	3	N/A	
Appeals Filed	1	1 month	

Confidentiality and Anonymous Reporting

- **Anonymity Mechanism:** All reports are received via a publicly available link that imports data into the database. There is no sign in credentials required to access this link and identifying information is not required to make a report. There is also a specific reference on the intake form describing anonymous reporting and how to skip personal identifiers in a submission. This process allows for completely anonymous reporting.
- **Privacy Measures:** The database where all information is stored meets the highest standards for privacy, and compliance with Freedom and Protection Privacy Act legislation (FIPPA). Additionally, any disclosures of private information would require consent from the reporting person.
- **Data Handling:** Information gathered for this report has been anonymized and decoupled from the reporting persons in the database to maintain privacy. Ongoing incident data is also stored in the above database which requires multi-factor authentication and is only accessible to staff with access permission.

Institutional Improvements and Initiatives

Training & Education:

- Teaching and Learning Series on Intercultural pedagogy: This five course micro-credential is offered to faculty to support teaching in complex intercultural settings.

- As part of an ongoing semesterly communication and outreach plan, students receive communication via email and social media promoting essential policies, their rights and responsibilities, and reporting options. This information is also included in the student success portal for ease of access.
- Conestoga 101 is a required self-directed course that all new students must complete. It focuses on introducing students to the services at the college including where to get support for concerns

Community Engagement:

- Region of Waterloo Anti-Hate “We All Belong Here” Campaign: Raises awareness about hate and reporting mechanisms. In addition to participating at a committee level, Conestoga has partnered with the Waterloo Region to host events and raise awareness in the community about this initiative. <https://www.webelongwr.ca/>

Proactive Measures:

- In 2025, Student Success facilitated over 50 events directed toward inclusion, a sense of belonging, and promotion of healthy communities particularly for students with marginalized identities. These commence in early orientation programming and continue as students transition through the year. Student Engagement initiatives provided both programming to support various protected identities as well as programming that brought diverse groups together for cultural exchange. This programming happened routinely throughout the semester.

Signature: 

Name & Title: Trish Weigel Green, Vice President, Students and Registrar's Office

Date: January 30, 2026