



FREEDOM OF SPEECH ANNUAL REPORT

2024-2025



Freedom of Speech Annual Report

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.

1. **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.**

Northern College has not amended its free speech policy, or policy framework since last reporting in 2024. It remains available on our public website: https://www.northerncollege.ca/documents/admin/policies/Admin-A8_Free-Speech-Policy.pdf

2. **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.**

All free speech related questions or complaints are directed to Northern College's HR Manager Sara DePinto at depintos@northern.on.ca.

3. **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?**

No incidents to report.

Section B Complaints

You may append additional documentation or institution-specific information as you see fit.

1. **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.**
No complaints were filed during this period.

2. **If there has been an official complaint (or more than one): 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 to report.

3. **How did the institution manage the free speech complaint(s)? Was the complaint addressed using the procedures set out in the policy? How were issues resolved?**
No issues to report.

Section C Summary Data

1. **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?	0

2. **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.**
Northern College hosted 120 events between all four of its campuses and access centres during this period.