



**Freedom of Speech on Campus**  
**Annual Report to the Ontario Government**  
by the  
**Higher Education Quality Council of Ontario**  
**November 2021**

**Introduction**

Since January 2019, the Ontario government has required that each of the province's colleges and universities implement a free speech policy that meets a minimum standard prescribed by the government.

Institutional policies are to be based on the [University of Chicago's Statement on Principles of Free Expression](#). Government asked that institutional policies include the following elements:

- A definition of freedom of speech
- That universities and colleges should be places for open discussion and free inquiry
- That the institution should not attempt to shield students from ideas or opinions that they disagree with or find offensive
- That members of the institution are free to criticize and contest views expressed on campus, but may not interfere with the freedom of others to express their views
- That speech that violates the law or constitutes harassment or threat is not allowed

The policies are also intended to address administrative mechanisms whereby members of the college or university community can raise and resolve free speech issues. Any complaint that remains unsolved through institutional processes can be referred to the Ontario Ombudsman.

To monitor implementation of the initiative, the Higher Education Quality Council of Ontario (HEQCO) has been tasked by government with an ongoing role to review implementation of the free speech policies. Institutions are instructed to develop, post and submit to HEQCO an annual report on implementation of their free speech policies by September 1 annually.

HEQCO's role in ensuring the success of the government's free speech initiative was summarized in a December 14, 2018 memo by then Deputy Minister George Zegarac of the Ministry of Colleges and Universities:

A recent regulatory amendment to O. Reg. 336/06 made under the Higher Education Quality Council of Ontario Act, 2005 gives HEQCO the function to research and evaluate how free speech is addressed at each postsecondary institution and across the postsecondary sector, as well as provide reports and recommendations to the Minister on the results of such research and evaluation.

This is our third annual report, based on the institutional implementation reports posted across the province.

### **Annual Implementation Reports**

All publicly assisted colleges and universities submitted and posted their free speech annual reports in accordance with the September 1 deadline. Appendix A provides links to the 2021 annual reports on each institution's website.

HEQCO provided a template to support institutions in their reporting efforts (see Appendix B). We asked institutions whether they had amended their free speech policy and where members of the institutional community with free speech related questions or complaints are directed. We also asked institutions about their respective policies on holding events where there are security concerns and to detail examples of events that did not proceed due to security-related issues/costs. Institutions were asked to summarize any free speech complaints and whether or not they were resolved. Institutions also reported on the number of non-curricular events held on campus, with acknowledgement that campus closures and the shift to remote delivery during the COVID-19 pandemic has made that task more difficult.

Finally, we invited institutions to use the annual report to provide supporting or contextual information, such as institutional history and culture with regard to free speech policy and practice.

Highlights from the institutional implementation reports are as follows:

#### Free speech policies

No institution reported having amended its free speech policy from that posted in January 2019 in accordance with the government's directive. The free speech policies, like all institutional policies, are subject to pre-scheduled review windows. We consider regular review to be a best practice, even if no issues have been raised. Appendix C provides links to each institution's policy, as posted on institutional websites.

#### Events on campus and online

We asked institutions to give us a sense of the volume of non-curricular (i.e., not directly attached to an academic program) events at colleges and universities. For the 2021 reporting year, campus closures and the shift to remote activity due to the COVID-19 pandemic impacted institutions' ability to hold and to count events. Collectively, the institutions reported approximately 20,000 in-person and online events. We believe this estimate to be conservative; many institutions lack centralized logging systems to capture such activity across their campus(es), particularly in the online space, and almost a third of institutions were unable to provide any estimate due to the exigencies of the pandemic. Clearly, Ontario's postsecondary institutions host a substantial volume of events aimed at fostering dialogue and discourse for both their internal and external communities.

We asked about cancellations of events due to concerns about safety or the costs of security. No events were cancelled due to security-related financial concerns.

Many institutions detailed the risk-management assessment processes they have in place in order to identify and address safety and security risks. We believe formal risk-assessment processes to be a best practice.

### Complaints and issues

Each institutional free speech policy has associated procedures regarding the lodging and resolution of a free-speech-related complaint. Four formal complaints were reported across the system during the 2020/21 reporting cycle. All of these were, to the involved institutions' knowledge and understanding, resolved internally.

The Premier's August 30, 2018 announcement stated that any complaint against an institution that remained unresolved may be reported to the Ontario Ombudsman. One institution reported knowledge of a referral of a free speech complaint to the Ombudsman during this reporting cycle. The complaint in question was reported in the institution's 2019/20 annual report and was subsequently referred to the Ombudsperson in the 2020/21 reporting cycle. It should be noted that under the Ombudsman Act, Ombudsman investigations are conducted in private (s. 18(2)). Furthermore, the Ombudsman is obligated to inform the institution only in the event that they decide to proceed with an investigation (s. 18 (1)). On its website, the Ombudsman's office further states, "Complaints are often resolved without need to contact the relevant organization." It is, therefore, highly likely that an institution would not know if a complaint has been lodged against it with the Ombudsman, or that a complaint could be lodged with the Ombudsman that did not proceed through institutional processes.

### Housekeeping tips

We believe that ongoing review of reporting processes and templates is best practice. We engaged with the sector in spring 2021 to review the reporting template with the dual goals of straightforwardness and consistency and will continue to do so on an annual basis. We are mindful that questions of free speech "on campus" look different in the COVID-19 environment and appreciate the expertise of institutional partners as we navigate this reporting responsibility.

### **Concluding Observation**

It is our conclusion that the ongoing implementation of the free speech initiative across Ontario colleges and universities continues to meet government objectives.

## Appendix A – 2021 Freedom of Speech Annual Reports

### UNIVERSITIES

Algoma	<a href="https://drive.google.com/file/d/14vDGzTbWRPvO-tVvpg_DkAdWH6RmBwgA/view">https://drive.google.com/file/d/14vDGzTbWRPvO-tVvpg_DkAdWH6RmBwgA/view</a>
Brock	<a href="https://brocku.ca/free-speech/wp-content/uploads/sites/195/Brock-University-Free-Speech-Annual-Report-2021-final.pdf">https://brocku.ca/free-speech/wp-content/uploads/sites/195/Brock-University-Free-Speech-Annual-Report-2021-final.pdf</a>
Carleton	<a href="https://carleton.ca/senate/wp-content/uploads/Final-Free-Speech-Annual-Report-2021-09-01-Carleton-University.pdf">https://carleton.ca/senate/wp-content/uploads/Final-Free-Speech-Annual-Report-2021-09-01-Carleton-University.pdf</a>
Guelph	<a href="https://www.uoguelph.ca/freedom-of-expression/doc/Freedom-Of-Expression-Annual-Report-2021.pdf">https://www.uoguelph.ca/freedom-of-expression/doc/Freedom-Of-Expression-Annual-Report-2021.pdf</a>
Hearst	<a href="http://www.uhearst.ca/sites/default/files/downloads/rapport_udeh_sur_la_politique_de_liberte_d_expression_-_2020-2021.docx.pdf">http://www.uhearst.ca/sites/default/files/downloads/rapport_udeh_sur_la_politique_de_liberte_d_expression_-_2020-2021.docx.pdf</a>
Lakehead	<a href="https://www.lakeheadu.ca/sites/default/files/uploads/108/documents/Annual%20Report%20on%20Lakehead%20University%20Free%20Expression%20Policy%2C%20%20August%202021.pdf">https://www.lakeheadu.ca/sites/default/files/uploads/108/documents/Annual%20Report%20on%20Lakehead%20University%20Free%20Expression%20Policy%2C%20%20August%202021.pdf</a>
Laurentian	<a href="https://laurentian.ca/assets/files/Policies/Freedom-of-Speech-2021.pdf">https://laurentian.ca/assets/files/Policies/Freedom-of-Speech-2021.pdf</a>
McMaster	<a href="https://president.mcmaster.ca/app/uploads/2021/08/FoE-Annual-Report_McMaster_August-2021.pdf">https://president.mcmaster.ca/app/uploads/2021/08/FoE-Annual-Report_McMaster_August-2021.pdf</a>
Nipissing	<a href="https://www.nipissingu.ca/sites/default/files/2021-08/Free%20Speech%20Annual%20Report%20-%20HEQCO%202021_0.pdf">https://www.nipissingu.ca/sites/default/files/2021-08/Free%20Speech%20Annual%20Report%20-%20HEQCO%202021_0.pdf</a>
OCADU	<a href="https://www.ocadu.ca/sites/default/files/legacy_assets/documents/Free%20Speech%20Annual%20Report%202021_OCAD%20U%20(083121)(final).pdf">https://www.ocadu.ca/sites/default/files/legacy_assets/documents/Free%20Speech%20Annual%20Report%202021_OCAD%20U%20(083121)(final).pdf</a>
Ottawa	<a href="https://www.uottawa.ca/vice-president-academic/sites/www.uottawa.ca.vice-president-academic/files/free_speech_annual_report_2021_-_university_of_ottawa_-_final.pdf">https://www.uottawa.ca/vice-president-academic/sites/www.uottawa.ca.vice-president-academic/files/free_speech_annual_report_2021_-_university_of_ottawa_-_final.pdf</a>
Ontario Tech U	<a href="https://ontariotechu.ca/about/publications/ontario-tech-university-freedom-of-expression-policy-annual-report.php">https://ontariotechu.ca/about/publications/ontario-tech-university-freedom-of-expression-policy-annual-report.php</a>
Queen's	<a href="https://www.queensu.ca/secretariat/sites/uslclw/files/uploaded_files/policies/administration/Queens_Free%20Speech%20Report%202021.pdf">https://www.queensu.ca/secretariat/sites/uslclw/files/uploaded_files/policies/administration/Queens_Free%20Speech%20Report%202021.pdf</a>
Ryerson	<a href="https://www.ryerson.ca/content/dam/freedom-of-speech/HEQCOFreedomofSpeechReportBackRyerson2020-2021-NEW.pdf">https://www.ryerson.ca/content/dam/freedom-of-speech/HEQCOFreedomofSpeechReportBackRyerson2020-2021-NEW.pdf</a>
Toronto	<a href="https://freespeech.utoronto.ca/wp-content/uploads/University-of-Toronto-%E2%80%93-2021-Annual-Freedom-of-Speech-Report.pdf">https://freespeech.utoronto.ca/wp-content/uploads/University-of-Toronto-%E2%80%93-2021-Annual-Freedom-of-Speech-Report.pdf</a>
Trent	<a href="https://www.trentu.ca/president/free-speech-policy">https://www.trentu.ca/president/free-speech-policy</a>
Waterloo	<a href="https://uwaterloo.ca/secretariat/annual-report-re-policy-8-freedom-speech-2021">https://uwaterloo.ca/secretariat/annual-report-re-policy-8-freedom-speech-2021</a>
Western	<a href="https://provost.uwo.ca/pdf/planning_reports/heqco_foe-ar-2021_.pdf">https://provost.uwo.ca/pdf/planning_reports/heqco_foe-ar-2021_.pdf</a>
Wilfrid Laurier	<a href="https://www.wlu.ca/about/discover-laurier/freedom-of-expression/assets/resources/annual-report-on-free-speech-policy-2021.html">https://www.wlu.ca/about/discover-laurier/freedom-of-expression/assets/resources/annual-report-on-free-speech-policy-2021.html</a>
Windsor	<a href="https://www.uwindsor.ca/provost/sites/uwindsor.ca.provost/files/uwindsor_-_free_speech_annual_report_2021.pdf">https://www.uwindsor.ca/provost/sites/uwindsor.ca.provost/files/uwindsor_-_free_speech_annual_report_2021.pdf</a>
York	<a href="https://www.yorku.ca/secretariat/wp-content/uploads/sites/107/2021/08/2021-Annual-Report-to-HEQCO-on-Freedom-of-Speech-FINAL.pdf">https://www.yorku.ca/secretariat/wp-content/uploads/sites/107/2021/08/2021-Annual-Report-to-HEQCO-on-Freedom-of-Speech-FINAL.pdf</a>

COLLEGES	
Algonquin	<a href="https://www.algonquincollege.com/reports/files/2021/09/FINAL-HEQCO-Free-Speech-Annual-Report-2021.docx">https://www.algonquincollege.com/reports/files/2021/09/FINAL-HEQCO-Free-Speech-Annual-Report-2021.docx</a>
Boréal	<a href="https://www.collegeboreal.ca/static/uploaded/Files/Liberte%20d'expression/College-Boreal---Rapport-annuel-sur-la-liberte-d'expression-2020-2021.pdf">https://www.collegeboreal.ca/static/uploaded/Files/Liberte%20d'expression/College-Boreal---Rapport-annuel-sur-la-liberte-d'expression-2020-2021.pdf</a>
Cambrian	<a href="https://cambriancollege.ca/wp-content/uploads/2021/09/CambrianCollege_FreeSpeechPolicy_AnnualReport2021.pdf">https://cambriancollege.ca/wp-content/uploads/2021/09/CambrianCollege_FreeSpeechPolicy_AnnualReport2021.pdf</a>
Canadore	<a href="https://cdn.agilitycms.com/canadore-college/Attachments/about-us/policies/Canadore%20College%20%20-%20Free%20Speech%20Annual%20Report%202021.pdf">https://cdn.agilitycms.com/canadore-college/Attachments/about-us/policies/Canadore%20College%20%20-%20Free%20Speech%20Annual%20Report%202021.pdf</a>
Centennial	<a href="https://centennialcollege.widen.net/s/6csfv9px6q/centennial-college-free-speech-annual-report-2021">https://centennialcollege.widen.net/s/6csfv9px6q/centennial-college-free-speech-annual-report-2021</a>
Conestoga	<a href="https://www-assets.conestogac.on.ca/documents/www/about/college-reports/conestoga-free-speech-annual-report-2021.pdf">https://www-assets.conestogac.on.ca/documents/www/about/college-reports/conestoga-free-speech-annual-report-2021.pdf</a>
Confederation	<a href="https://www.confederationcollege.ca/sites/default/files/uploads/department/ch1-s1-17_heqco_confederation_free_speech_annual_report_2021.pdf">https://www.confederationcollege.ca/sites/default/files/uploads/department/ch1-s1-17_heqco_confederation_free_speech_annual_report_2021.pdf</a>
Durham	<a href="https://durhamcollege.ca/wp-content/uploads/Free-Speech-Annual-Report-2021.pdf">https://durhamcollege.ca/wp-content/uploads/Free-Speech-Annual-Report-2021.pdf</a>
Fanshawe	<a href="https://www.fanshawec.ca/sites/default/files/2021-08/free_speech_annual_report_2021.pdf">https://www.fanshawec.ca/sites/default/files/2021-08/free_speech_annual_report_2021.pdf</a>
George Brown	<a href="https://www.georgebrown.ca/media/18346/view">https://www.georgebrown.ca/media/18346/view</a>
Georgian	<a href="https://www.georgiancollege.ca/wp-content/uploads/campus-safety-services-2021-free-speech-annual-report-georgian-college-2021-06-07.pdf">https://www.georgiancollege.ca/wp-content/uploads/campus-safety-services-2021-free-speech-annual-report-georgian-college-2021-06-07.pdf</a>
Humber	<a href="https://humber.ca/legal-and-risk-management/assets/files/pdfs/general_admission_pdfs/Annual%20Report%20on%20Freedom%20of%20Speech-2021.pdf">https://humber.ca/legal-and-risk-management/assets/files/pdfs/general_admission_pdfs/Annual%20Report%20on%20Freedom%20of%20Speech-2021.pdf</a>
La Cité	<a href="https://www.collegelacite.ca/documents/10315/30304236/rapport_annuel_lib_expression_la_cite_30aout21.pdf">https://www.collegelacite.ca/documents/10315/30304236/rapport_annuel_lib_expression_la_cite_30aout21.pdf</a>
Lambton	<a href="https://www.lambtoncollege.ca/uploadedFiles/LambtonCollege/Content/About_Us/Our_College/College_Reports_and_Plans/Free%20Speech%20Annual%20Report.pdf">https://www.lambtoncollege.ca/uploadedFiles/LambtonCollege/Content/About_Us/Our_College/College_Reports_and_Plans/Free%20Speech%20Annual%20Report.pdf</a>
Loyalist	<a href="https://www.loyalistcollege.com/wp-content/uploads/2021/09/Loyalist-College-Free-Speech-Annual-Report-2021-.pdf">https://www.loyalistcollege.com/wp-content/uploads/2021/09/Loyalist-College-Free-Speech-Annual-Report-2021-.pdf</a>
Mohawk	<a href="https://www.mohawkcollege.ca/about-mohawk/leadership-and-administration/policies-and-procedures/policy-statement-on-upholding">https://www.mohawkcollege.ca/about-mohawk/leadership-and-administration/policies-and-procedures/policy-statement-on-upholding</a>
Niagara	<a href="https://www.niagaracollege.ca/wp-content/uploads/Free-Speech-Annual-Report-to-HEQCO-2021.pdf">https://www.niagaracollege.ca/wp-content/uploads/Free-Speech-Annual-Report-to-HEQCO-2021.pdf</a>
Northern	<a href="https://www.northern.on.ca/wp-content/uploads/2021/09/Free-Speech-Annual-Report-2021-Northern-College.pdf">https://www.northern.on.ca/wp-content/uploads/2021/09/Free-Speech-Annual-Report-2021-Northern-College.pdf</a>
Sault	<a href="https://www.saultcollege.ca/sault-college-freedom-speech-annual-report">https://www.saultcollege.ca/sault-college-freedom-speech-annual-report</a>
Seneca	<a href="https://www.senecacollege.ca/about/reports/free-speech/Free-Speech-Annual-Report-2021.pdf">https://www.senecacollege.ca/about/reports/free-speech/Free-Speech-Annual-Report-2021.pdf</a>
Sheridan	<a href="https://www.sheridancollege.ca/-/media/project/sheridan/shared/files/about/administration-and-governance/policies-and-accountability/freedom-of-speech/free-speech-report-august-2021.pdf">https://www.sheridancollege.ca/-/media/project/sheridan/shared/files/about/administration-and-governance/policies-and-accountability/freedom-of-speech/free-speech-report-august-2021.pdf</a>

S. S. Fleming	<a href="https://flemingcollege.ca/PDF/Policy/Fleming-College-Free-Speech-Annual-Report-2021.pdf">https://flemingcollege.ca/PDF/Policy/Fleming-College-Free-Speech-Annual-Report-2021.pdf</a>
St. Clair	<a href="https://www.stclaircollege.ca/sites/default/files/inline-files/board-staff/corporate-docs/Free-Speech-Annual-Report-2021.pdf">https://www.stclaircollege.ca/sites/default/files/inline-files/board-staff/corporate-docs/Free-Speech-Annual-Report-2021.pdf</a>
St. Lawrence	<a href="https://364599a3-cdn.agilitycms.cloud/Attachments/6-about/reports-policies/reports-and-policies/free-speech/SLC%20Free%20Speech%20Annual%20Report%202021.pdf">https://364599a3-cdn.agilitycms.cloud/Attachments/6-about/reports-policies/reports-and-policies/free-speech/SLC%20Free%20Speech%20Annual%20Report%202021.pdf</a>

## Appendix B – Free Speech Annual Reporting Template 2021

As indicated in the December 14, 2018 and September 12, 2018 memos from the Ministry of 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, 2020** and **July 31, 2021**.

The reports are to be posted on the institution’s website and submitted to the Higher Education Quality Council of Ontario (HEQCO) by **September 1, 2021**.

We recognize that this is an unusual year given the move to remote engagement during the COVID-19 pandemic. Please reach out to Amy Kaufman, Director of Policy, Research and System Improvement, at HEQCO with any questions.

Please submit your institution’s annual report via email to Amy Kaufman ([akaufman@heqco.ca](mailto:akaufman@heqco.ca)).

### 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 2020 report? If so, please explain the reason for the change and provide the link to its location on your institutional website.

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.

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?

## Section B: Complaints

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

Between **August 1, 2020** and **July 31, 2021**, 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):

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.).

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?



### 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.	
Number of official complaints reviewed that did not proceed.	
Number of official complaints where the institution determined that the free speech policy was not followed appropriately.	
Number of official complaints under the free speech policy that resulted in the institution applying disciplinary or other institutional measures.	
To your knowledge, were any free speech complaints forwarded to the Ontario Ombudsman?	

To the best of your ability, please provide an estimate of the number of **non-curricular events** held at the institution between **August 1, 2020 and July 31, 2021**. 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.

\*We acknowledge the difficulty of tracking events held remotely due to campus closures caused by the pandemic and recognize that institutions may be unable to provide a response to this question for 2020/21.

Institutional Comments (if any).

## Appendix C – Institutional Free Speech Policies

UNIVERSITIES	
Algoma	<a href="https://employees.algomau.ca/services/wsDocuments/4158">https://employees.algomau.ca/services/wsDocuments/4158</a>
Brock	<a href="https://brocku.ca/policies/wp-content/uploads/sites/94/Freedom-of-Expression-Policy.pdf">https://brocku.ca/policies/wp-content/uploads/sites/94/Freedom-of-Expression-Policy.pdf</a>
Carleton	<a href="https://carleton.ca/secretariat/wp-content/uploads/Freedom-of-Speech.pdf">https://carleton.ca/secretariat/wp-content/uploads/Freedom-of-Speech.pdf</a>
Guelph	<a href="https://www.uoguelph.ca/secretariat/policy/1.2">https://www.uoguelph.ca/secretariat/policy/1.2</a>
Hearst	<a href="http://www.uhearst.ca/docs/politique-sur-la-liberte-dexpression.pdf">http://www.uhearst.ca/docs/politique-sur-la-liberte-dexpression.pdf</a>
Lakehead	<a href="https://www.lakeheadu.ca/sites/default/files/policies_procedures/Free%20Expression%20Policy.pdf">https://www.lakeheadu.ca/sites/default/files/policies_procedures/Free%20Expression%20Policy.pdf</a>
Laurentian	<a href="https://laurentian.ca/policy-freedom-of-speech">https://laurentian.ca/policy-freedom-of-speech</a>
McMaster	<a href="https://president.mcmaster.ca/app/uploads/2020/09/Guidance-for-Event-Organizers_FINAL_8Jun18.pdf">https://president.mcmaster.ca/app/uploads/2020/09/Guidance-for-Event-Organizers_FINAL_8Jun18.pdf</a>
Nipissing	<a href="https://nipissingu.ca/sites/default/files/2018-12/Free%20Speech%20Policy%20-%20Dec%202018.pdf">https://nipissingu.ca/sites/default/files/2018-12/Free%20Speech%20Policy%20-%20Dec%202018.pdf</a>
OCADU	<a href="https://www2.ocadu.ca/internal-update/ocad-university-freedom-of-expression-statement-and-policies">https://www2.ocadu.ca/internal-update/ocad-university-freedom-of-expression-statement-and-policies</a>
Ottawa	<a href="https://www.uottawa.ca/administration-and-governance/policy-121-statement-free-expression">https://www.uottawa.ca/administration-and-governance/policy-121-statement-free-expression</a>
Ontario Tech U	<a href="https://usqc.uoit.ca/policy/freedom-of-expression-policy.php">https://usqc.uoit.ca/policy/freedom-of-expression-policy.php</a>
Queen's	<a href="https://www.queensu.ca/secretariat/policies/administration-and-operations/free-expression-queens-university">https://www.queensu.ca/secretariat/policies/administration-and-operations/free-expression-queens-university</a>
Ryerson	<a href="https://www.ryerson.ca/freedom-of-speech/">https://www.ryerson.ca/freedom-of-speech/</a>
Toronto	<a href="http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppmay281992.pdf">http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppmay281992.pdf</a>
Trent	<a href="https://www.trentu.ca/governance/sites/trentu.ca.governance/files/documents/Free%20Speech%20Policy%20-%20ACCESSIBLE.pdf">https://www.trentu.ca/governance/sites/trentu.ca.governance/files/documents/Free%20Speech%20Policy%20-%20ACCESSIBLE.pdf</a>
Waterloo	<a href="https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policies/policy-8-freedom-speech-0">https://uwaterloo.ca/secretariat/policies-procedures-guidelines/policies/policy-8-freedom-speech-0</a>
Western	<a href="https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp154.pdf">https://www.uwo.ca/univsec/pdf/policies_procedures/section1/mapp154.pdf</a>
Wilfrid Laurier	<a href="https://www.wlu.ca/about/discover-laurier/freedom-of-expression/index.html">https://www.wlu.ca/about/discover-laurier/freedom-of-expression/index.html</a>
Windsor	<a href="https://lawlibrary.uwindsor.ca/Presto/pl/OTdhY2QzODgtNjhlYi00ZWY0LTg2OTUtNmU5NjEzY2JkMWYxLjk4">https://lawlibrary.uwindsor.ca/Presto/pl/OTdhY2QzODgtNjhlYi00ZWY0LTg2OTUtNmU5NjEzY2JkMWYxLjk4</a>
York	<a href="https://www.yorku.ca/secretariat/policies/policies/free-speech-statement-of-policy/">https://www.yorku.ca/secretariat/policies/policies/free-speech-statement-of-policy/</a>

COLLEGES	
Algonquin	<a href="https://www.algonquincollege.com/policies/files/2019/12/AD07.pdf">https://www.algonquincollege.com/policies/files/2019/12/AD07.pdf</a>
Boréal	<a href="https://www.collegeboreal.ca/static/uploaded/Files/Politiques-directives/Finances/B-09-Maintien-du-droit-a-la-liberte-dexpression.pdf">https://www.collegeboreal.ca/static/uploaded/Files/Politiques-directives/Finances/B-09-Maintien-du-droit-a-la-liberte-dexpression.pdf</a>
Cambrian	<a href="https://cambriancollege.ca/wp-content/directory/policies/Corporate%20Policies/General%20Administration/General%20Operations/Cambrian%20Statement%20on%20Upholding%20Free%20Speech.pdf">https://cambriancollege.ca/wp-content/directory/policies/Corporate%20Policies/General%20Administration/General%20Operations/Cambrian%20Statement%20on%20Upholding%20Free%20Speech.pdf</a>
Canadore	<a href="https://cdn.agilitycms.com/canadore-college/Attachments/about-us/policies/Free%20speech%20policy%20statement%202018.pdf">https://cdn.agilitycms.com/canadore-college/Attachments/about-us/policies/Free%20speech%20policy%20statement%202018.pdf</a>
Centennial	<a href="https://p.widencdn.net/ajx9gc/ac100-25-free-speech-policy">https://p.widencdn.net/ajx9gc/ac100-25-free-speech-policy</a>
Conestoga	<a href="https://cms.conestogac.on.ca/sites/corporate-websites/policies/PDFDocuments/Presidents%20Office/Free%20speech%20policy%20-%20English%20version.pdf">https://cms.conestogac.on.ca/sites/corporate-websites/policies/PDFDocuments/Presidents%20Office/Free%20speech%20policy%20-%20English%20version.pdf</a>
Confederation	<a href="https://www.confederationcollege.ca/sites/default/files/uploads/department/ch1-s1-17_free_speech_0.pdf">https://www.confederationcollege.ca/sites/default/files/uploads/department/ch1-s1-17_free_speech_0.pdf</a>
Durham	<a href="https://durhamcollege.ca/wp-content/uploads/322-upholding-free-speech.pdf">https://durhamcollege.ca/wp-content/uploads/322-upholding-free-speech.pdf</a>
Fanshawe	<a href="https://www.fanshawec.ca/sites/default/files/legacy/oldfanshawe/sites/default/files/assets/policies/pdf/c305.pdf">https://www.fanshawec.ca/sites/default/files/legacy/oldfanshawe/sites/default/files/assets/policies/pdf/c305.pdf</a>
George Brown	<a href="https://www.georgebrown.ca/media/5571/view">https://www.georgebrown.ca/media/5571/view</a>
Georgian	<a href="https://www.georgiancollege.ca/wp-content/uploads/CS-001-Free-Speech-policy-and-procedure.pdf">https://www.georgiancollege.ca/wp-content/uploads/CS-001-Free-Speech-policy-and-procedure.pdf</a>
Humber	<a href="http://humber.ca/policies/policy-statement-upholding-free-speech">http://humber.ca/policies/policy-statement-upholding-free-speech</a>
La Cité	<a href="https://www.collegelacite.ca/directives/humaines/rh-13">https://www.collegelacite.ca/directives/humaines/rh-13</a>
Lambton	<a href="https://www.lambtoncollege.ca/custom/Pages/Policies/Policy.aspx?id=2147523917">https://www.lambtoncollege.ca/custom/Pages/Policies/Policy.aspx?id=2147523917</a>
Loyalist	<a href="https://www.loyalistcollege.com/policy-statement-on-upholding-free-speech/">https://www.loyalistcollege.com/policy-statement-on-upholding-free-speech/</a>
Mohawk	<a href="https://www.mohawkcollege.ca/about-mohawk/leadership-and-administration/policies-and-procedures/policy-statement-on-upholding">https://www.mohawkcollege.ca/about-mohawk/leadership-and-administration/policies-and-procedures/policy-statement-on-upholding</a>
Niagara	<a href="https://www.niagaracollege.ca/policies/wp-content/uploads/sites/78/2019/10/NC100-free-speech.pdf">https://www.niagaracollege.ca/policies/wp-content/uploads/sites/78/2019/10/NC100-free-speech.pdf</a>
Northern	<a href="http://www.northernc.on.ca/docs/pdfs/Policy_on_Free_Speech_Dec17_2018.pdf">http://www.northernc.on.ca/docs/pdfs/Policy_on_Free_Speech_Dec17_2018.pdf</a>
Sault	<a href="https://www.saultcollege.ca/sites/default/files/2020-09/Statement%20of%20Commitment%20-%20Freedom%20of%20Expression.pdf">https://www.saultcollege.ca/sites/default/files/2020-09/Statement%20of%20Commitment%20-%20Freedom%20of%20Expression.pdf</a>
Seneca	<a href="http://www.senecacollege.ca/about/policies/free-speech-policy.html">http://www.senecacollege.ca/about/policies/free-speech-policy.html</a>
Sheridan	<a href="https://policy.sheridanc.on.ca/dotNet/documents/?docid=1063&amp;public=true">https://policy.sheridanc.on.ca/dotNet/documents/?docid=1063&amp;public=true</a>
S. S. Fleming	<a href="https://department.flemingcollege.ca/policies-procedures/college-policies/1-109-free-speech-policy/">https://department.flemingcollege.ca/policies-procedures/college-policies/1-109-free-speech-policy/</a>
St. Clair	<a href="https://www.stclaircollege.ca/sites/default/files/policies/scc-policy-5-22.pdf">https://www.stclaircollege.ca/sites/default/files/policies/scc-policy-5-22.pdf</a>
St. Lawrence	<a href="https://364599a3-cdn.agilitycms.cloud/Attachments/6-about/reports-policies/reports-and-policies/free-speech/St%20Lawrence%20College%20Free%20Speech%20Policy.pdf">https://364599a3-cdn.agilitycms.cloud/Attachments/6-about/reports-policies/reports-and-policies/free-speech/St%20Lawrence%20College%20Free%20Speech%20Policy.pdf</a>