



## **Anti-Racism / Anti-Hate Annual Report**

### **2025**

As part of Bill 166, Strengthening Accountability and Student Supports Act, 2025, Lambton College is required to report annually to its Board of Governors on the implementation and effectiveness of anti-racism / anti-hate policies and rules. This report is required to be submitted to the Board, posted to the College’s website, and submitted to the Ministry by January 31<sup>st</sup> of each year, beginning January 31, 2026.

This report includes the following information in a manner that protects the privacy of individuals:

- The number and type of complaints reported by students, faculty or staff including a general description / categorization of complaints; and
- The outcomes of these incidents including response and resolution timelines, findings of investigations, disciplinary measures taken and any involvement of law enforcement.

At Lambton, complaints lodged against students fall under our Student Rights & Responsibilities & Discipline policy, while complaints lodged against College staff fall under our Respectful College Community Policy.

### **2025 – Student Rights & Responsibilities & Discipline Policy.**

There was **one** complaint submitted:

2025 Anti-Hate Report - Student Code of Conduct			
Number of Complaints	Code Group	Sub-category	Outcome
1	Sexual Orientation: 1	Homophobia: 1	Investigated with findings and sanction. No law enforcement involvement. Response and resolution timeline was 10 days.

### **2025 – Respectful College Community**

There was **one** complaint submitted:

2025 Anti-Hate Report – Respectful College Community			
Number of Complaints	Code Group	Sub-category	Outcome
1	Racism: 1	Race: 1	Investigated with findings and sanction. No law enforcement involvement. Response and resolution timeline was 7 weeks.