



Institutional Anti-Racism/Anti-Hate Annual Report

Institution Name: Mohawk College

Reporting Period: January 1 – December 31, 2025

Date of Submission: January 23, 2026

Submitted to: Mohawk College Board of Governors; Ministry of Colleges, Universities, Research Excellence & Security

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Complaint/Incident Statistics

Category	Total Complaints/ Incidents	Reviewed*	Complaints/ Incidents Proceeded to Investigation	Complaints/ Incidents Proceeded to Informal Resolution	Complaints/ Incidents Not Proceeding **
Harassment	28	28	10	8	10
Discrimination	40	40	4	21	15
Physical Assault/ Violence	1	1	1	0	0
Property Damage	0	0	0	0	0
Online/Virtual	5	5	0	0	5
Other (specify)	2	2	2	0	0
TOTAL ***	76	76	17	29	30

* Reviewed is defined as an evaluation of the complaint/incident by the appropriate individual, involving an analysis of the preliminary information available to determine whether the complaint/ incident requires further action and, if further action is required, what policy, process, or procedure the complaint/ incident falls under.

**Complaints/ Incidents not proceeding include matters resolved by the individual themselves, where concerns were resolved through the consultative process, and cases where the complainant decides not to pursue or follow through on the process.

*** The total represents four (4) incidents/complaints managed solely by HR (staff-to-staff concerns) and 72 managed by the SRRO, including several in partnership with HR.

Note: This report does not capture the human-rights-related accommodation requests and processes managed by ALS and SRRO.

Type	Complainant Total	Respondent Total
Student	71	33
Employee	7	34
College	0	8
Visitor/Member of the Public	3	0
Experiential Learning Site	0	6

Hate Complaint/Incident Classification

Human Rights Code Ground	Sub-Category	Number of Complaints/ Incidents
Race & Related Grounds	Anti-Black Racism	12
Race & Related Grounds	Anti-Indigenous Racism	3
Race & Related Grounds	Anti-Arab Racism	2
Race & Related Grounds	Anti-Asian Racism	5
Race & Related Grounds	Anti-Latinx Racism	0
Race & Related Grounds	Xenophobia	12
Creed	Anti-Semitism	0
Creed	Islamophobia	2
Sex	Sexism	8
Sexual Orientation	Queerphobia & Bi-phobia	4
Gender Identity/ Expression	Transphobia	8
Disability	Ableism	32
Other (specify)	General workplace harassment, no ground identified	3

Complaint/ Incident Outcomes

Outcome Type	Number of Cases	Average Resolution Time
Investigation Completed	21	7 weeks
Informal Resolution Completed	25	5 weeks
Disciplinary Action Taken	7	N/A
Interim Measures Applied	6	N/A
Police Involved	0	N/A
Appeals Filed	1	N/A

Narrative Summary:

- Trends and Systemic Issues
 - Experiential Learning Placements - Students shared concerns related to experiential learning placements (outside the College), on race and related grounds, especially anti-Black racism and anti-South Asian racism. These circumstances pose additional challenges since we have no purview over clinical supervisors working in other institutions/workplaces.
 - Failure to Accommodate – Many students access SRRO to share concerns related to a perceived or real failure to accommodate in the classroom, on disability-related grounds.
 - Inappropriate Words and Slurs – We’ve noted an increase in students’ use of inappropriate words and slurs in everyday communication.
 - Academic Content and Freedom of Speech – Interpretation of course content can be a springboard for student concerns.

- Improvements or Challenges
 - Improvements
 - Early Interventions and Informal Resolutions - Most students are interested in pursuing alternative resolution processes (as opposed to an investigation process) to address their concerns. In 2025, the Student Rights and Responsibilities Office (SRRO) increased facilitation of early and informal interventions to address incidents and better meet the needs of students.
 - New Lactation Room – To better support students and staff, the College opened a new, dedicated lactation room.
 - Challenges
 - Increased Complexity - We have noted an increase in the complexity of incidents and complaints involving students. For example, cases may involve

more than one complainant and/or respondent and cover multiple code grounds and College policies (e.g. Human Rights and Sexual Assault and Sexualized Violence Policies).

- Global Context - Increased global tensions and wars have an impact on the broader College community.

Confidentiality and Anonymous Reporting

- **Anonymity Mechanism**

- Employees: Anonymous complaints may be received through a dedicated email address. If a complaint is received, it will be reviewed, and a determination will be made if further investigation is warranted and possible.
- Employees and Students: Clearview Whistleblower and Advocate Incident Report Portals are available for students and staff to share incidents anonymously.

- **Confidentiality/ Privacy Measures**

No personal or identifying information is included in this report.

- Employees: All incidents/ complaints are managed by the Director of Employee Relations and/or an assigned Human Resources Strategic Partner (HRSP). Details of the complaint may be disclosed to the Chief Human Resources Officer. Information is not shared otherwise. All documents are stored securely in a file that is only accessible by the Director, Human Resource Specialists, and the Labour Relations Assistant.
- Students: All information related to incidents/complaints is collected, maintained, and managed by Student Rights and Responsibilities Office staff in accordance with applicable privacy legislation, including the Freedom of Information and Protection of Privacy Act (FIPPA). Information is shared internally only on a strict need-to-know basis. Students are informed of confidentiality and privacy requirements when they connect with the office and are made aware of their rights and obligations, including how and what information may be shared throughout the reporting and complaint process.

Institutional Improvements and Initiatives

- **Training, Education and Community Engagement**

- Employees: Two hundred and seventy (270) equity-related training modules are available to all employees. In addition, resources are available through a “Workplace Equity Virtual Office” and “Equity, Diversity, and Inclusion” intranet sites.
- Students

- Mohawk has a dedicated Black and Racialized Student Success Centre (BRSSC). BRSSC's mission is to create a space where Black, Racialized, and historically underserved students are connected to communities and provided with resources to thrive and feel safe at Mohawk College. BRSSC ran numerous events in 2025, including Black History Month, Career Development, Mix and Mingles, and Movie Nights.
- Accessible Learning Services (ALS) provided proactive consultation with academic areas, early intervention in disability-related accommodation concerns, and ongoing education with faculty and staff to support inclusive teaching practices. This included offering faculty Lunch and Learns on academic accommodations and the hosting of an Accessibility Awareness Day in March 2025, which brought community partners to campus to showcase services and supports for students and staff.
- Social Inc offered a weekly drop-in "Sensory Hour" for neurodiverse students.
- Social Inc held two consultations with the 2SLGBTQIA+ Student Social Drop-In group to inform them of potential updates to MyCanvas, the institution's learning management system, specifically regarding the inclusion of a pronouns field. These consultations focused on ensuring that the changes prioritize safety, consent, autonomy, and cultural responsiveness.
- Social Inc collaborated with Stardust Community Co-operative, a queer neurodivergent co-op, to support 2SLGBTQIA Student Drop-In sessions and inform the delivery of peer and community support.
- Social Inc collaborated with Hamilton Chinese Association to host a Lunar New Year celebration for students and staff that promoted cross-cultural awareness and engagement.
- During Pride Month, Social Inc delivered four (4) inclusive events for students: Rainbow Bracelet Making, Pride Movie Night, Queer Trivia, and Pride Karaoke Night, to promote a campus culture that celebrates and affirms sexual and gender diversity while raising awareness of the ongoing barriers that many in the 2SLGBTQIA+ communities face. These activities also promoted visibility, a sense of belonging, and informal dialogue.
- SRRO, Social Inc, and BRSSC participated in eight (8) Orientation and Open House events to share information about services and supports available to students, including protections offered through the Student Human Rights Policy.
- Social Inc and SRRO co-hosted the Trans Day of Remembrance Candlelight Vigil and Education Exhibit for students and staff. The event created space for deep reflection, learning, and conversations on anti-Transgender violence and the

importance of affirming Trans and gender-diverse lives within campus communities.

- **Policy Updates**

All relevant policies, including our anti-discrimination, anti-harassment, human rights, and student conduct policies, have been updated to align with Bill 166.