

# Carleton University's Annual Report on Anti-Racism and Anti-Hate to the Ministry of Colleges, Universities, Research Excellence and Security



Department of Equity and Inclusive Communities  
January 2026

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## Land Acknowledgement

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We acknowledge that the land on which Carleton University is located is the traditional and unceded territory of the Algonquin Anishinaabeg people.

As such, we have a responsibility to the Algonquin people to learn about Algonquin cultural protocols and to reflect on what it means to learn and work in an institution located on Indigenous land and how that shapes our engagement with our work and with each other.



## About This Report

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The data presented in this report are compiled from January 1, 2025 to April 30, 2025 and include information received from the three designated Intake Offices under the Human Rights Policy, as well as data received from Campus Safety Services and EIC. This information is reported in accordance with the Ministry's *Anti-Racism/Anti-Hate Directive for Publicly-Assisted Colleges and Universities* issued on September 9, 2024 pursuant to *Bill 166, Strengthening Accountability and Students Supports Act, 2024*.

The information in the report and the implementation and effectiveness of the university's anti-racism/anti hate policies and rules were reported to the Carleton University Board of Directors at its meeting on January 22, 2025.



## Carleton University's Annual Report to the Ministry of Colleges, Universities, Research Excellence and Security

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Pursuant to the Ministry's *Anti-Racism/Anti-Hate Directive for Publicly-Assisted Colleges and Universities* issued on September 9, 2024 pursuant to *Bill 166, Strengthening Accountability and Students Supports Act*, 2024 Carleton University adopted a new Human Rights Policy and Procedures on January 29, 2025. The University began collecting data pursuant to the directive and the new policy in January 2025.

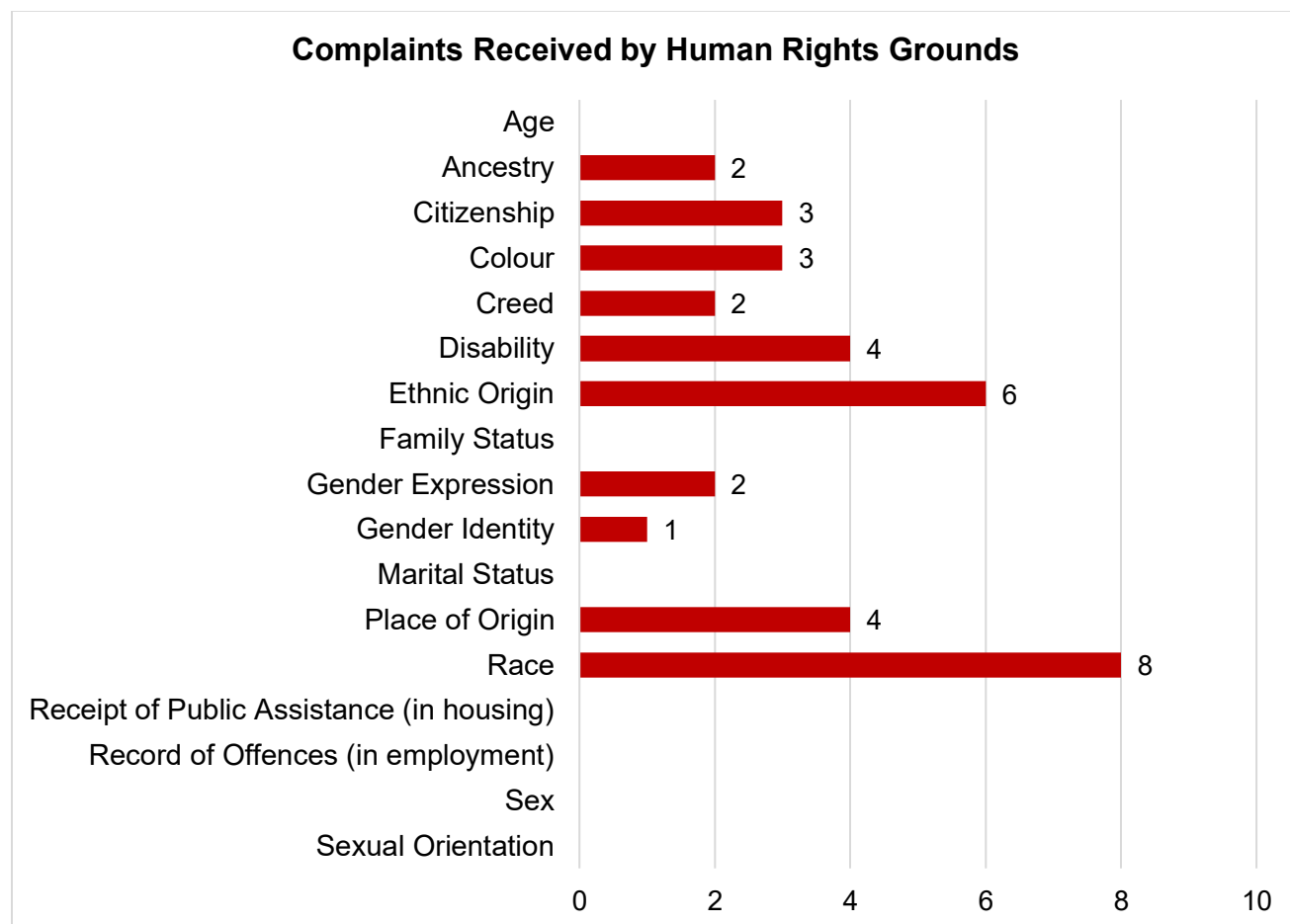
From January 1, 2025 to April 30, 2025, a total of 27 complaints under Carleton's Human Rights Policy and Procedures were received across the three intake offices: the Office of the Deputy Provost (Academic Operations and Planning); the Department of Human Resources; and Student Life and Student Affairs. Complaints received through Campus Safety Services and the Department of Equity and Inclusive Communities were also included. The information received from these departments has been included in this report.

Details regarding these 27 complaints are as follows:

- Three of the complaints were received through the Anonymous Reporting Form
- All complaints received were reviewed and triaged
- None ( $n=0$ ) of the complaints were deemed to be incidents of hate
- Two incidents were reported to Ottawa Police Services or required the involvement of law enforcement
- As of August 2025, apart from three complaints that had ongoing investigations, all complaints were resolved within one month
- As of August 2025, no disciplinary measures were taken

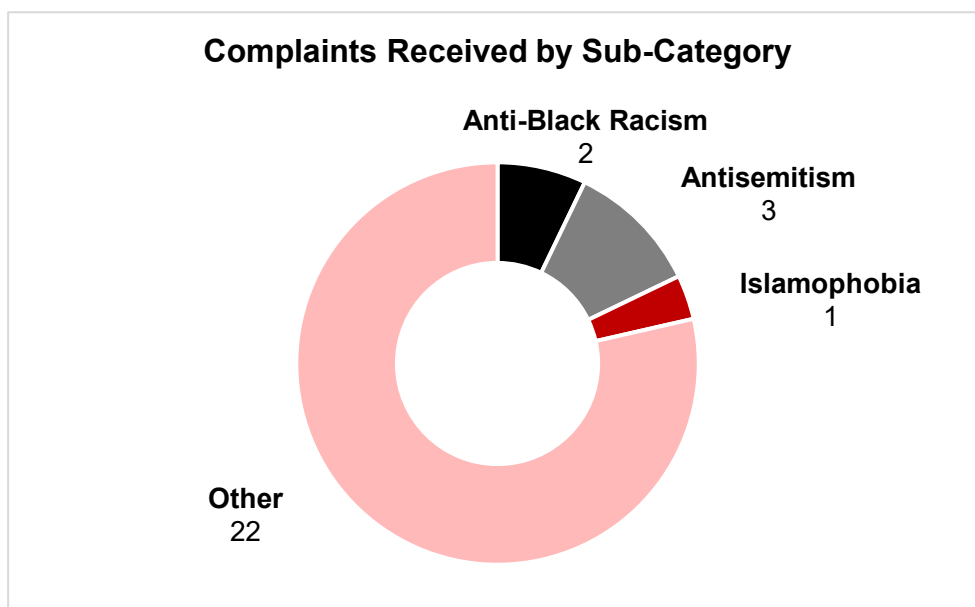
### Figure 1. Human Rights Grounds

The chart below shows the applicable Human Rights Grounds of the complaints received related to this Annual Report pursuant to the MCURES directive.



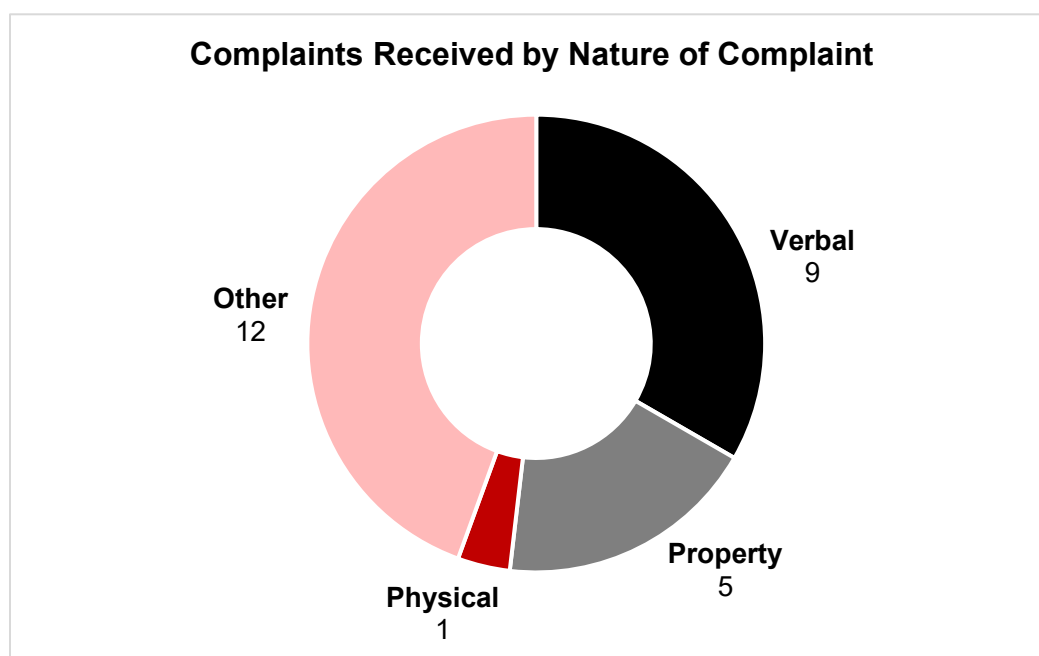
## Figure 2. Sub-Category of Complaints Received

Complaints fall under one of the following sub-categories: anti-Black Racism, anti-Indigenous Racism, antisemitism, Islamophobia or transphobia. For 'Other', the complaint did not fall under the MCURES designated sub-categories.



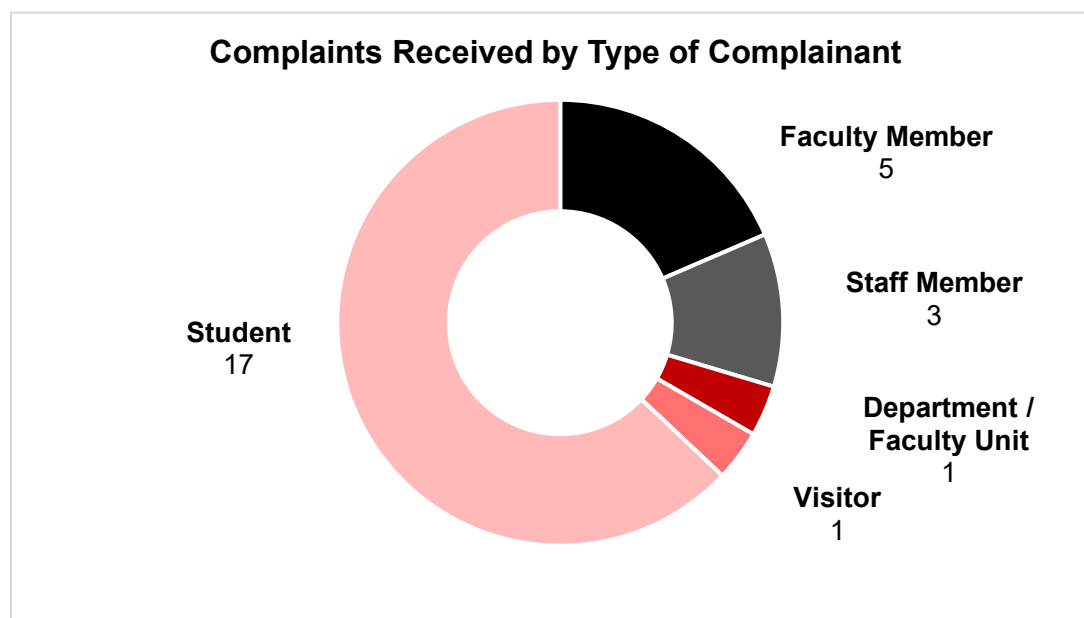
## Figure 3. Nature of Complaint

Complaints could fall under one of the following categories: physical, verbal or property. For 'Other', the complaint did not fall under the MCURES designated categories.



#### Figure 4. Complainant Type

Complainant types are categorized by: Department/Faculty Unit, Faculty Member (individual), Staff Member (individual), Student, Third-Party Contractor, Volunteer or Visitor.



#### Figure 5. Location of Incident

Incident location can be categorized as On Campus, Off Campus, or Virtual Environment. For 'Other', the complaint did not fall under the MCURES designated category.

