



Council Information Note

Item: *Professional Advisory Addressing Hate and Discrimination (the Professional Advisory)*

Public Interest Rationale: As Ontario's teaching regulator, the College provides practical advice and guidance to Ontario Certified Teachers (OCTs) regarding their professional practice to serve the public interest.

Strategic Alignment: The newest *Professional Advisory* aligns with Goal 2: Teachers who are informed of, and held accountable to, professional standards, and Enabler 1: A regulatory model that strives to be free from barriers to truth and reconciliation, and equity, diversity, inclusion, and access.

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Issue

On May 14, 2025, the Standards of Practice and Education Committee approved the *Professional Advisory Addressing Hate and Discrimination*, pursuant to their authority under the General Regulation (O. Reg 563/21) of the *Ontario College of Teachers Act*.

Council is now receiving the *Professional Advisory* for information.

Background

As Ontario's teaching regulator, the College provides practical advice and guidance to Ontario Certified Teachers (OCTs) regarding their professional practice, most notably through the issuance of Professional Advisories.

Professional advisories are accessible summaries of relevant policies and laws that govern the teaching profession. They provide guidance ranging from advice for self-reflection to engagement and even legal and disciplinary considerations. Grounded in the College's Ethical and Professional Standards, they are designed to support OCTs in:

- understanding aspects of professional practice
- knowing how the regulator responds to certain conduct

The latest *Professional Advisory* was developed in response to a notable increase in the number of reports related to hate and discrimination within learning environments and online spaces. In preparing this advisory, input from members confirmed that OCTs are increasingly aware of and concerned about these issues and seek guidance on identifying and responding to them effectively. While acts of discrimination are not always overt, they



can still have lasting and harmful impacts on students. As trusted professionals in positions of influence, OCTs play a key role in fostering safe, inclusive, and respectful learning environments for all students.

This update is provided to Council for their information.

Next Steps

Following Council's receipt of the *Professional Advisory*, the College will begin a coordinated outreach and engagement campaign. Starting in late June 2025 and continuing throughout the year, the advisory will be shared with OCTs, applicants, the public, education partners, and other key stakeholders. Outreach efforts will include distribution through the College's website, newsletters, a dedicated all-member email, social media platforms, webinars, presentations and other communications vehicles. These activities will help to support awareness, understanding, and application of the advisory across Ontario's teaching profession.