



## Non-Disparagement Policy

**Date Established:** March 2025

**Date Revised:** November 2025

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### POLICY STATEMENT

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At Trillium College, we are committed to maintaining a respectful, inclusive, and professional learning environment. In support of this commitment, all students and staff are expected to communicate in a manner that reflects integrity, mutual respect, and constructive intent—both within the college community and in any public or online forum.

This policy aims to preserve the college's reputation and learning environment promote respectful dialogue and feedback. In addition to preventing harm to individuals and the college community through misinformation or defamatory content.

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### TARGET AUDIENCE

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All Trillium College Community Members.

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### DEFINITIONS

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**Trillium College Community Members** – All staff, faculty and students of our campuses and classrooms, both virtual and on-the ground.

**Where to Report:** see any manager or director of Trillium College if there are any questions or concerns about the Policy.

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### HOW THE POLICY IS APPLIED

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Students of Trillium College shall refrain from making any false, misleading, or disparaging statements—whether verbal, written, or digital—about the college, its staff, faculty, administration, programs, services, or fellow students. This includes, but is not limited to, statements made on social media, review platforms, messaging apps, blogs, or other public or private communications.

**Consideration:** In consideration for delivery of the programs and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by all current students of Trillium College (the "Students").

**"Disparagement"** for the purposes of the Agreement, shall generally refer to negative remarks about Trillium College which are made maliciously or recklessly about Trillium College, including all of those persons covered under this policy, or without taking reasonable steps to verify the truth of such remarks prior to having made them.

**Who is bound:** subject only to Canadian law held to be applicable in any province (including but without limitation the enabling legislation governing Ontario career colleges and the Canadian Charter of Rights and Freedoms if/where held to be applicable), the Student shall be bound by, and shall familiarize himself/herself with this non-disparagement policy, which shall be Adhering to the policy is a condition of enrolment.

**Purpose of Policy:** Trillium College has a reputation for excellence. Trillium College is a Ontario institution and is committed to maintaining high standards in teaching and in ensuring that the value of Trillium College's credentials remain strong and are relatively uncompromised by the Students who seek to disparage Trillium College, its programs, its instructors, or its graduates.

**Social Media:** with the popularity of social media (Facebook, YouTube, X, etc.) the Students, and the alumni of Trillium College, can communicate in a way that they have never done so before. Trillium College applauds the fact that the Students and alumni have new opportunities to network for employment in their chosen vocation and can communicate with each other socially. Trillium College is confident that this will contribute to Trillium College's long-standing reputation in the marketplace. Distance learning is an extension of existing social media platforms, and has proven to be a vital aspect of achieving desired pedagogical outcomes during COVID.

**Reputation is a two-way street:** the Students derive significant benefit from being an alumnus of Trillium College. At the same time, Trillium College is ultimately "defined" by the "quality" of its graduates i.e., where they end up working, how they are putting their skills to the test in the workforce, and whether they are happy with their chosen vocation. Trillium College and the Students have a common interest in preserving and protecting the integrity and image of Trillium College.

**Specific Undertakings of Student:** with the above in mind, the Students shall undertake to do the following:

- Refrain from making any public statement or statements, through social media or otherwise, about Trillium College, which would be considered inaccurate, unduly critical or derogatory, or libellous, or which may tend to unfairly injure the reputation of Trillium College;
- Refrain from making any public statement or statements, through social media or otherwise, that would be considered inaccurate, unduly critical or derogatory, or libellous, or which may tend to unfairly injure the reputation of another (and without limitation) existing or former student, instructor, or staff member of Trillium College;
- Report to Trillium College immediately, the publication of any unduly critical, derogatory, or libellous statement or statements, or statement/s which may tend to unfairly injure the reputation of Trillium College, through social media or otherwise. Such reporting shall include the author or authors of such publication, and all other specifics known to the reporting student;
- Report to Trillium College immediately the publication of any inaccurate, unduly critical or derogatory, or libellous statement or statements tending to unfairly injure the reputation of another (and without limitation) existing or former student, instructor, or staff member of Trillium College. Such reporting shall include the author or authors of such publication, and all other specifics known to the reporting Student.

- Refrain from disparagement of Trillium College in any other form that would reasonably be considered to bring Trillium College, and without limitation, its faculty, staff, or alumni, into disrepute;
- Familiarize herself/himself with any other policies which bind them as Students, including but without limitation, this policy and Trillium College's Sexual Violence and Misconduct Policy.
- Discipline for Non-Compliance: Discipline, including expulsion or other sanctions as appropriate may result from non-compliance with this policy and will be carried out as per the Expulsion and Discipline policy.

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## **ROLES AND RESPONSIBILITIES**

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Policy Holder: Director, Compliance & Academic Quality

Policy Administrator: Vice President

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## **Supporting Documents, Related Policies**

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- Student Handbook
- Workplace Violence Policy
- Sexual Violence and Misconduct Policy