



SEXUAL VIOLENCE POLICY

Policy Scope

This policy confirms **Zavcor Training Academy's** position on sexual violence and the protocols to be followed in the case of a complaint from any student, for any incident occurring on or off campus by a member of the **Academy's** community. **ZTA** reserves the right to take action to protect the safety of all students and members of the Training Academy's community. This may include taking steps in cases where a student is accused of serious misconduct.

Policy Statement

Sexual Violence is unacceptable and will not be tolerated by **Zavcor Training Academy**. Our formal procedure for responding to incidents of sexual violence is articulated in this policy. Students who come forward with a disclosure of sexual violence will be respected in their choice on how to proceed. Students will be entitled to decide whether they wish to access available services or to report to police. Individuals within the **Zavcor Training Academy** community who are confirmed to have committed an act of sexual violence will be subject to disciplinary action.

Purpose

Zavcor Training Academy is committed to providing a safe and supportive learning environment for all students. The policy on sexual violence is intended to provide a unified approach to prevent and, where it occurs, to address incidents of sexual violence. Its purpose is to:

- Foster a safe learning environment for students.
- Ensure that any student who has experienced sexual violence is supported in a fair and respectful manner.
- Ensure that incidents of sexual violence are responded to in a timely manner.

Objectives of the Policy

The **Zavcor Training Academy's** response to incidents of sexual violence has the following objectives:

- To take reasonable steps to mitigate the safety risk to students.
- To provide assistance, support and appropriately accommodate the students who are affected by sexual violence.
- To inform students that they are not required to report an incident of, or make a complaint about, sexual violence in order to obtain supports, services and accommodation.
- To provide guidelines for responding to reports of sexual violence.
- To respond appropriately against perpetrators of sexual violence in the Training Academy community.

Responding to Sexual Violence

“Sexual Violence” means any unwanted act, physical, verbal, or psychological, carried out through sexual means or by targeting sexuality. This violence takes different forms including sexual assault, sexual abuse, sexual harassment, stalking, indecent or sexualized exposure, degrading sexual imagery, voyeurism, cyber harassment, trafficking and sexual exploitation. Neither formal criminal charges nor a human rights complaint is necessary for this definition to operate for the purposes of this Policy. For greater certainty = sexual violence can include, but is not limited to:

Sexual Assault: means any type of unwanted sexual act committed by an individual against another that violates the sexual integrity of the individual to whom it is directed. Sexual assault is characterized by a broad range of behaviours that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened and/or threatened. It is carried out in circumstances in which the person has not freely agreed, consented, or is incapable of consenting to the act.

Substance-Facilitated Sexual Assault: refers to the use of alcohol and/or drugs to intentionally sedate or incapacitate another individual for the purpose of committing a sexual assault.

Sexual Harassment: Sexual harassment is defined in the Human Rights Act and under this Policy as: to engage in a vexatious comment or conduct of a sexual nature that is known or ought to be reasonably known to be unwelcome.

Sexual Cyber Harassment/Cyber Stalking: Defined as repeated, unsolicited, threatening behaviour of a sexual nature by a person or group using cell phone or Internet technology with intent to bully, harass or intimidate others. Such harassment can take place in any electronic environment where communication with others is possible, such as on social networking sites, on message boards, in chat rooms, through text messages, through email, etc.

Rights of Those Who Have Experienced Sexual Violence

People who disclose or report an experience of sexual violence have the following rights:

- To have their confidentiality protected;
- To be treated with dignity and respect;
- To be informed about on and off campus services and resources;
 - Sexual Assault Unit (Niagara regional Police Services)
www.niagarapolice.ca/en/whatwedo/sexualassault.asp
St. Catharines, Niagara-on-the-Lake, Niagara Falls, and Thorold, call (905) 688-4111
Fort Erie, call (905) 871-2300, Welland, and Port Colborne, call (905) 735-7811
 - Niagara Region Sexual Assault Centre (CARSA)
www.cwhn.ca/en/node/17912
Ph. Business (905)682-7258 – Crisis (905)682-4584

- Shelter for Abused Women
www.jfandcs.com/health&wellness/womanabuse
Ph. 416.638.7800 and ask for Intake.
 - My Friends House - Help Abused Women & Children
www.myfriendshouse.ca
24-Hour Crisis and Information Line (705)444-2511 or Toll Free at 1-800-265-2511
 - Assaulted Women's Helpline
www.awhl.org
Ph. 1-866-863-0511
 - Niagara Sexual Assault Centre
www.niagarasexualassaultcentre.com
Ph. Business (905)682-7258 – Crisis (905)682-4584
 - YWCA Niagara Region – Emergency Women's Shelter
www.ywcaniagararegion.ca
Ph. (905)988-3528
 - Community Resources – Victim Services Niagara
www.victimservicesniagara.on.ca/community-resources
Ph. (905)682-2626
- To be provided information as to whether or not the complaint will be investigated by the private career college.
 - Provided a description of the appeal process.
 - To be informed about the procedures in place to address sexual violence, and reporting options;
 - To decide whether or not to access available services and to choose those services they believe will be most beneficial;
 - To make an informed decision regarding whether to report the incident to school authorities and/or local police;
 - To have a person present with them at every stage of the investigation or decision-making process.
 - To have an on-campus investigation with Zavcor Training Academy's full cooperation;
 - To have a plan to protect their safety; and
 - To protect and keep confidential the personal information of the persons involved in the investigation.
 - To have reasonable and necessary actions taken to prevent further unwanted contact with the accused.
 - Will be provided information in regard to the roles and responsibilities of all persons who manage or direct the affairs of the private career college, upon becoming aware of incidents or complaints of sexual violence. O. Reg. 132/6, s. 3.

Those wishing to disclose or report an experience of sexual violence can contact the Director of Zavcor Training Academy, Sarah Dekker, directly or in writing.

“Confidentiality” means to refrain from disclosing personal information to others. Every effort will be made to respect the wishes of persons experiencing sexual violence and to protect the privacy and anonymity of any person who discloses any incident of sexual violence. Prior to disclosure of any information reported relating to incidents of sexual violence, the expressed consent of the individual who made the report of sexual violence will be required, except in circumstances where limits to confidentiality, as set out below are applicable.

Limits to Confidentiality: The following circumstances may require Zavcor Training Academy to take immediate action in relation to a disclosure of Sexual Violence; including, but not limited to, Zavcor Training Academy directly contacting law enforcement authorities:

- A student is at imminent risk of severe or life-threatening self-harm;
- A student is at imminent risk of harming another person;
- There are reasonable grounds to believe that others in the school community may be at significant risk of harm based on the information provided.

Support

A student who has experienced sexual violence may choose to confide in any member of the school community. A supportive response involves:

- Listening with acceptance and without judgement;
- Communicating to an individual who has experienced sexual violence that they are **not** responsible for its occurrence;
- Helping the individual who has experienced sexual violence to identify and access available services, including emergency medical care;
- Respecting the right of the individual who has experienced sexual violence to choose the services they feel are most appropriate;
- Respecting the individual’s choice to disclose their experience; and
- Making every effort to respect confidentiality and anonymity.