
Sexual Violence Policy

Academy of Learning Career College
Mississauga West | Kingston

1. Sexual Violence Policy

(a) Academy of Learning Career College, Kingston / Mississauga West has adopted this Sexual Violence Policy, which defines sexual violence and outlines its training, reporting, investigative and disciplinary responses to complaints of sexual violence made by its students that have occurred on its campus, or at one of its events and involve its students.

(b) The person accused of engaging in sexual violence will be referred to as the “Respondent” and the person making the allegation as the “Complainant”.

2. Definition of Sexual Violence

Sexual violence means any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

3. Training, Reporting and Responding to Sexual Violence

(a) Academy of Learning Career College, Kingston / Mississauga West shall provide students a copy of the Sexual Violence Policy and the acknowledgement of same will be made on the enrolment contract. A copy of the Sexual Violence Policy will be provided to all career college Instructors, Learning Coaches and any other staff and training them about the policy and its processes of reporting, investigating and responding to complaints of sexual violence involving its students will occur. *Any company participating in offering student internships on their premises must provide an undertaking in writing that it is in compliance with all applicable legislation, including the Ontario Human Rights Code and the Occupational Health and Safety Act and will provide students access to those policies should they encounter issues relating to sexual violence in the workplace.

(b) The complete Sexual Violence Policy shall be published and posted in the campus lunchroom. Additional copies can be provided upon request.

(c) If students, in good faith, report an incident of, or make a complaint about, sexual violence, they will not be subject to discipline or sanctions for violations of the career college's policies relating to drug or alcohol use at the time the alleged sexual violence occurred.

(d) Students who disclose their experience of sexual violence through reporting an incident of, making a complaint about, or accessing supports and services for sexual violence, will not be asked irrelevant questions during the investigation process by the career college's staff or investigators, including irrelevant questions relating to the student's sexual expression or past sexual history.

(e) Any person subject to, or witnessing incidents of, or complaints of, sexual violence will report to the Campus Director, Tara Teeling, tara.t@aolcollege.ca, (613) 544-8973 upon becoming aware of them.

(f) Students who have been affected by sexual violence or who need information about support services should contact the Campus Director, Tara Teeling.

(g) Subject to Section 4 below, to the extent it is possible, Academy of Learning Career College, Kingston / Mississauga West, will attempt to keep all personal information of persons involved in the investigation confidential except in those circumstances where it believes an individual is at imminent risk of self-harm, or of harming another, or there are reasonable grounds to believe that others on its campus or the broader community are at risk. This will be done by:

(i) Ensuring that all complaints/reports and information gathered as a result of the complaint/reports will be only available to those who need to know for purposes of investigation, implementing safety measures and other circumstances that arise from any given case; and

(ii) Ensuring that the documentation is kept in a separate file from that of the Complainant/student or the Respondent.

(h) Academy of Learning Career College, Kingston / Mississauga West recognizes the right of the Complainant not to report an incident of or make a complaint about

sexual violence or not request an investigation and not to participate in any investigation that may occur.

(i) Notwithstanding, in certain circumstances, Academy of Learning Career College, Kingston / Mississauga West, may be required by law or its internal policies to initiate an internal investigation and/or inform police without the complainant's consent if it believes the safety of members of its campus or the broader community is at risk.

(j) In all cases, above, Academy of Learning Career College, Kingston / Mississauga West will appropriately accommodate the needs of its students affected by sexual violence. Students seeking accommodation should contact the Campus Director, Tara Teeling.

(k) In this regard, Academy of Learning Career College, Kingston / Mississauga West, will assist students who have experienced sexual violence in obtaining counselling and medical care, and provide them with information about sexual violence supports and services available in the community as set out in Appendix 1 attached hereto. Students are not required to file a formal complaint in order to access supports and services.

4. Investigating Reports of Sexual Violence

(a) Under this Sexual Violence Policy, any student of Academy of Learning Career College, Kingston / Mississauga West may file a report of an incident or a complaint to the Campus Director, Tara Teeling, in writing.

(b) Upon receipt of a report of an incident or a complaint of alleged sexual violence being made, the Campus Director, Tara Teeling, will respond promptly and:

(i) Determine whether an investigation should proceed and if the Complainant wishes to participate in an investigation;

(ii) Determine who should conduct the investigation having regard to the seriousness of the allegation and the parties involved;

(iii) Determine whether the incident should be referred immediately to the police;

(iv) In such cases or where civil proceedings are commenced in respect of allegations of sexual violence, Academy of Learning Career College, Kingston / Mississauga West, may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures; and

(v) Determine what interim measures ought to be put in place pending the investigation process such as removal of the Respondent or seeking alternate methods of providing necessary course studies.

(c) Once an investigation is initiated, the following will occur:

(i) The Complainant and the Respondent will be advised that they may ask another person to be present throughout the investigation;

(ii) Interviewing the Complainant to ensure a complete understanding of the allegation and gathering additional information that may not have been included in the written complaint such as the date and time of the incident, the persons involved, the names of any person who witnessed the incident and a complete description of what occurred;

(iii) Informing and interviewing the Respondent of the complaint, providing details of the allegations and giving the Respondent an opportunity to respond to those allegations and to provide any witnesses the Respondent feels are essential to the investigation;

(iv) Interviewing any person involved or who has, or may have, knowledge of the incident and any identified witnesses;

(v) Providing reasonable updates to the Complainant and the Respondent about the status of the investigation; and

(vi) Following the investigation, the Campus Director, Tara Teeling, will:

- Review all of the evidence collected during the investigation;
- Determine whether sexual violence occurred; and if so
- Determine what disciplinary action, if any, should be taken as set out in Section 5 below.

5. Disciplinary Measures

(a) If it is determined by Academy of Learning Career College that the Respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:

- Disciplinary action up to and including termination of employment of

instructors or staff; or

- Expulsion of a student; and /or
- The placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
- Any other actions that may be appropriate in the circumstances.

6. Appeal

(a) Should the Complainant or the Respondent not agree with the decision resulting from the investigation, he or she may appeal the decision to the Ministry of Colleges and Universities by submitting the inquiry at the Program Approval & Registration Information System (PARIS). Students shall register in PARIS at this link: <https://www.pcc.tcu.gov.on.ca/PARISExtWeb/public/register.xhtml> with a "Student" type profile. Once they login, students shall click on Inquiry.

7. Making False Statements

(a) It is a violation of this Sexual Violence Policy for anyone to knowingly make a false complaint of sexual violence or to provide false information about a complaint.

(b) Individuals who violate the Sexual Violence Policy are subject to disciplinary and/or corrective action, up to and including termination of employment of instructors or staff or expulsion of a student.

8. Reprisal

(a) It is a violation of this Sexual Violence Policy to retaliate or threaten to retaliate against a complainant who has brought forward a complaint of sexual violence, provided information related to a complaint, or otherwise been involved in the complaint investigation process.

(b) Individuals who violate the Sexual Violence Policy are subject to disciplinary and/or corrective action, up to and including termination of employment of instructors or staff or expulsion of a student.

9. Review

(a) Academy of Learning Career College, Kingston / Mississauga West shall ensure that student input is considered in the development of its Sexual Violence Policy and every time it is reviewed or amended.

(b) Academy of Learning Career College, Kingston / Mississauga West shall review its Sexual Violence Policy 3 years after it is first implemented and amend it where appropriate. The date of this revision is July 17, 2024.

10. Collection of Student Data

(a) Academy of Learning Career College, Kingston / Mississauga West shall collect and be prepared to provide upon request by the Superintendent of Career Colleges such data and information as required according to Subsections 32.1 (8), (9), (10) and (11) of Schedule 5 of the Ontario Career Colleges Act, 2005 as amended.

Appendix 1

The following represents a list of Provincial Rape Crisis Centres that could be provided as resources:

Canadian Association of Sexual Assault Centres Ontario – Provincial

<p>English</p> <p>Assaulted Women’s Helpline</p> <p>Toll Free: 1-866-863-0511</p> <p>#SAFE (#7233) on Bell, Rogers, Fido or Telus mobile</p> <p>TTY: 416-364-8762</p> <p>www.awhl.org</p>	<p>Français</p> <p>Fem’aide</p> <p>Telephone Toll-Free: 1-877-336-2433</p> <p>ATS: 1 866 860-7082</p> <p>www.femaide.ca</p>
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Sexual Assault/Domestic Violence Treatment Centres

35 hospital-based centres that provide 24/7 emergency care to women. To locate the Sexual Assault/Domestic Violence Treatment Centre nearest you, follow this link:

http://www.satcontario.com/en/locate_centre.php

Alliston, Barrie, Collingwood, Midland and Orillia

Huronian Transition Homes operates La Maison Rosewood Shelter (Midland) & Athena's Sexual Assault Counselling and Advocacy Centre

24-Hour Crisis Line:

Barrie: 705-737-2008 or 1-800-987-0799

Midland: 705-526-4211 or 1-800-461-175

Office: 705-526-3221

www.huroniatransitionhomes.ca

Belleville

Sexual Assault Centre for Quinte and District

Toll-Free: 1-877-544-6424 Office: 613-967-6300

www.sacqd.com

Bracebridge

Muskoka/Parry Sound Sexual Assault Services Parry Sound District Office
Office: (705) 774-9083 or 1-877-851-6662
www.daphnewymn.com Muskoka District

Office: (705) 646-2122 or 1-877-406-1268

www.daphnewymn.com

Brantford

Sexual Assault Centre of Brantford
Crisis: 519-751-3471 Office: 519-751-1164
sexualassaultcentre@sacbrant.ca

<http://sacbrant.ca>

Iethinisten:ha Women's Shelter Akwasasne Family Violence

Program 24-Hour Crisis: 1-800-480-4208

Phone: 613-937-4322

www.akwasasne.ca/iethinistenha-women's-shelter

Durham Region

Durham Rape Crisis Centre

Crisis: 905-668-9200 Office: 905-444.9672

info@drcc.ca

www.drcc.ca

Eganville

Women's Sexual Assault Centre of Renfrew County 24-Hour

Crisis: 1-800-663-3060 Office: 613-735-5551

www.wsac.ca

Guelph

Guelph-Wellington Women in Crisis

Crisis: 519-836-5710 1-800-265-7233

Office: 519-823-5806

www.gwwomenincrisis.org

Hamilton

Sexual Assault Centre (Hamilton and Area)

Crisis: (905) 525-4162 Office (905) 525-4573

TTY: 905-525-4592

www.sacha.ca

Kenora

Kenora Sexual Assault Centre

Crisis: (807) 468-7233 or 1-800-565-6161

Office: (807) 468-7958

www.kenoralsexualassaultcentre.com

Brockville

Assault Response & Care Centre
Office: (613) 345-3881 or 1-800-567-7415
arcc@bgh-on.ca www.arc-c.ca

Chatham

Chatham-Kent Sexual Assault Crisis Centre
24-Hour
Crisis Line: 519-354-8688 Office/TTY: 519-354-8908
<http://cksacc.org/>

Cornwall

Sexual Assault Support Services for Women
Office: 613-932-1755
<http://sassforwomen.ca/>

Kitchener-Waterloo

Sexual Assault Support Centre of Waterloo Region
Crisis: 519.741.8633 Office: 519.571.0121
info@sascwr.org www.kwsasc.org

London

Sexual Assault Centre London Crisis: 519-438-2272
Office 519-439-0844 TTY: 519-439-0690
sacl@sacl.ca www.sacl.ca

London Abused Women's Centre

Office: 519-432-2204
E-Mail: info@lawc.on.ca <http://lawc.on.ca/>

Peel Region

Hope 24/7 (formerly the Sexual Assault/Rape Crisis Centre of Peel)
Crisis: 1-800-810-0180 Office: (905) 792-0821
<http://hope247.ca/>

Kingston

Sexual Assault Centre Kingston
Crisis: 613-544-6424 or 1-877-544-6424
Office: 613-545-0762
sack@sackington.com
www.sackington.com

YWCA Peterborough Haliburton

Crisis: 1-800-461-7656 Office: 705.743.3526 x130
www.ywcapeterborough.org

Sault Ste Marie

Women in Crisis (Algoma) Inc.
Crisis: 705-759-1230 or 1-877-759-1230
www.womenincrisis.ca

Sarnia-Lambton

Sexual Assault Survivors Centre Sarnia-Lambton
Crisis: 519 337-3320 or 1-888-231-0536
Office: (519) 337-3154
www.sexualassaultsarnia.on.ca

Simcoe

Haldimand & Norfolk Women's Service
Crisis: 1-800-265-8076 TTY: 1-800-815-6419
Office: 519-426-8048
hnws@hnws.on.ca
www.hnws.on.ca

St. Catharines

Niagara Region Sexual Assault Centre
Crisis: (905) 682-4584 Office: (905) 682-7258
carsa@sexualassaultniagara.org
<http://sexualassaultniagara.org/>

Newmarket

Women's Support Network of York Region
Crisis: 1-800-263-6734 or 905-895-6734
Office: (905) 895-3646
www.womenssupportnetwork.ca

North Bay

Amelia Rising Women's Sexual Assault
Centre of Nipissing/centre d'agressions
sexuelles de Nipissing
Crisis: 705-476-3355 Office: 705-840-2403
TTY: (705) 840-5877
info@ameliarising.ca www.ameliarising.ca

Oakville

Sexual Assault & Violence Intervention
Services of Halton
Crisis: 905-875-1555 or 1-877-268-8416
Office: 905-825-3622
www.savisofhalton.org

Orangeville

Family Transition Place
Crisis: 1-800-265-9178 Office: 519-942-4122
www.familytransitionplace.ca

Ottawa

Sexual Assault Support Centre
Crisis: 613-234-2266 Phone: 613-725-2160
TTY: 613-725-1657
info@sascottawa.com
<http://sascottawa.com>

Ottawa Rape Crisis Centre

Crisis: 613-562-2333 Office: 613-562-2334
<http://orcc.net/>

Peterborough & Kawarthas

Kawartha Sexual Assault Centre
Crisis: (705) 741- 0260 or 1-866-298-7778
Office/TTY: (705) 741-0260
www.kawarthasexualassaultcentre.com

Thunder Bay

Thunder Bay Sexual Assault and Sexual
Abuse Crisis and Counselling Centre
Office: (807) 345-0894 or 1-866-311-5927
tbcounselling@tbsasa.org www.tbsasa.org

Timmins

Timmins and Area Women in Crisis
Crisis: 1-877-268-8380 (sexual assault)
Crisis: 1-855-827-7233 (shelter) Office: (705)
268-8381
info@tawc.ca <http://www.tawc.ca/>

Toronto

Oasis Centre des Femmes Téléphone : 416-
591-6565
Courriel : services@oasisfemmes.org
<http://oasisfemmes.org/>

Toronto Rape Crisis Centre: Multicultural Women Against Rape

Crisis: 416-597-8808 Office: 416-597-1171
info@trccmwar.ca crisis@trccmwar.ca
www.trccmwar.ca

Windsor

Sexual Assault Crisis Centre of Essex County
Crisis: 519-253-9667
www.saccwindsor.net

Woodstock

Domestic Abuse Services Oxford
Crisis: 519 539-4811 or 1-800-265-1938
info@daso.ca www.daso.ca