



NEW SKILLS COLLEGE

of Health, Business and Technology

1500 Birchmount Road, Scarborough, ON M1P 2G5

Telephone 416-266-8878 Fax: 416-266-3898

E mail: info@newskillscollege.ca

Website: www.newskillscollege.ca

**New Skills College of Health, Business & Technology
1019787 Ontario Ltd.
PCC ID 102108
Sexual Violence and Sexual Harassment Policy**

2022

1. Policy Application

The Policy applies to all career college students of New Skills College of Health, Business & Technology - 1019787 Ontario Ltd. - PCC ID 102108 aka New Skills College.

2. The Scope

The Policy applies to complaints of sexual violence that have occurred on New Skills College campus or at a one of our events and involve our students.

3. Purpose and Intent

All of New Skills College students have a right to study in an environment free of sexual violence.

This document sets out our policy on sexual violence involving our students, defines the prohibited behaviours, and outlines our investigative processes for sexual violence.

4. Policy Objectives

New Skills College is committed to providing our students with an educational environment free from sexual violence and treating those students who report incidents of sexual violence with dignity and respect.

To that end New Skills College will educate our students, faculty and staff about this Policy and how to identify situations that involve, or could progress into sexual violence against our students and how to reduce it.

Where a complaint has been made, under this Policy, of sexual violence New Skills College will take all reasonable steps to investigate it, including as follows:

- (a) providing on-campus investigation procedures to students for sexual violence complaints;
- (b) responding promptly to any complaint and providing reasonable updates to the



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complainant and the respondent about the status of the investigation.

(c) assisting students who have experienced sexual violence in obtaining counselling and medical care;

(d) providing students who have experienced sexual violence with appropriate academic and other accommodation; and

(e) providing students who have experienced sexual violence with information about reporting options.

5. Definition of Sexual Violence

This Policy prohibits sexual violence which means any sexual act or act targeting a person's sexuality, 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.

6. Reporting and Responding to Sexual Violence

Students, faculty and staff of New Skills College will take all reasonable steps to prevent sexual violence involving our students on our career college campus or events by reporting immediately to the New Skills College Manager if our students have been subject to, or they have witnessed or have knowledge of sexual violence involving our students, or have reason to believe that sexual violence has occurred or may occur which involves our students.

Subject to paragraph 7 below, to the extent it is possible, the New Skills College Manager will attempt to keep all information disclosed confidential except in those circumstances 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 our campus or the broader community are at risk.

New Skills College recognizes the right of the complainant to determine how her or his complaint will be dealt with. However, in certain circumstances, New Skills College 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.



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7. Investigating Reports of Sexual Violence

A complaint of sexual violence may be filed under this Policy, by any student of our career college, to the New Skills College Manager in writing.

Upon a complaint of alleged sexual violence being made the New Skills College Manager will initiate an investigation, including as follows:

- (a) determining whether the incident should be referred immediately to police;
- (b) meeting with the complainant to determine 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;
- (c) interviewing the complainant, any person involved in the incident and any identified witnesses;
- (d) interviewing any other person who may have knowledge of incidents related to the complaint or any other similar incidents;
- (e) informing the respondent of the complaint, providing details of the allegations and giving the respondent an opportunity to respond to those allegations;
- (f) providing reasonable updates to the complainant and the respondent about the status of the investigation; and
- (g) determining what disciplinary action, if any, should be taken.

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 private career college's staff or investigators, including irrelevant questions relating to the student's sexual expression or past sexual history.

8. Disciplinary Measures

If it is determined by New Skills College that a student of our career college has been involved in sexual violence, immediate disciplinary or corrective action will be taken up to and including termination of employment of instructors or staff or expulsion of a student.

In cases where criminal proceedings are initiated, New Skills College will assist police agencies, lawyers, insurance companies, and courts to the fullest extent.



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Where criminal and/or civil proceedings are commenced in respect of allegations of sexual violence New Skills College may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures.

9. Making False Statements

It is a violation of this Policy for anyone to knowingly make a false complaint of sexual violence or to provide false information about a complaint. Individuals who violate this 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.

10. Reprisal

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

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 private career college's policies relating to drug or alcohol use at the time the alleged sexual violence occurred;

11. Review

This policy will be reviewed 3 years after it is first implemented.

Resources

Students are not required to report an incident of, or make a complaint about, sexual violence in order to obtain the supports and services.

Appendix 1 lists provincial rape crisis centres which could be provided as resources.



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Appendix 1

Canadian Association of Sexual Assault Centres
Ontario
Provincial

English

Assaulted Women's Helpline
Toll Free: 1-866-863-0511
#SAFE (#7233) on Bell, Rogers, Fido or Telus mobile
TTY: 416-364-8762
www.awhl.org

Francais
Fem'aide
Telephone toll-free: 1-877-336-2433
ATS: 1-866-860-7082
www.femaide.ca

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.

Local

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.sacgd.com



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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

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/>

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>

Lethinistenzha Women's Shelter

Akwasasne Family Violence Program



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Website: www.newskillscollege.ca

24 Hour Crisis: 1-800-480-4208

Phone: 613-937-4322

www.akwesasne.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

vwww.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



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Website: www.newskillscollege.ca

Office: 807-468-7958

www.kenorasexualassaultcentre.com

Kingston

Sexual Assault Centre Kingston

Crisis: 613-544-6424 or 1-877-544-6424

Office: 613-545-0762

sack@sackington.com

www.sackington.com

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/>

Newmarket

Women's Support Network of York Region

Crisis: 1-800-263-6734 or 905-895-6734

Office: 905-895-3646



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www.womenssupportnetwork.ca

North Bay

Amelia Rising Women's Sexual Assault Centre of Nippising/centre d'agressions sexuelles de nippising

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/>



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Peterborough & Kawarthas

Kawartha Sexual Assault Centre

Crisis: 705-741-0260 or 1-866-298-7778

Office/TTY: 705-741-0260

www.kawarthasexualassaultcentre.com

YWCA Peterborough Haliburton

Crisis: 1-800-461-7656

Office: 705-743-3526 x 130

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. Catherines

Niagara Region Sexual Assault Centre

Crisis: 905-682-4584

Office: (-905-682-7258

carsa@sexualassaultniagara.org

<http://sexualassaultniagara.org/>



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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