

## Sexual Violence Policy

### **INTENT:**

Protege School is vitally interested in the health and safety of its students. Protection of students from any Sexual Violence and/or harassment and/or assault, is a major continuing objective. We will make every effort to provide a safe, healthy work and learning environment. All administration, supervisors and faculty must be dedicated to the continuing objective of reducing risk, increasing awareness, and providing a judgement free space of confidentiality and safety. Protege School is ultimately responsible for students' health and safety and will take every reasonable precaution possible for their protection.

Protégé is committed to providing its students with an educational environment free from sexual violence and treating its students who report incidents of sexual violence with dignity and respect. All members of Protege's community have a right to study and work in an environment free of sexual assault, sexual violence, and sexual harassment.

Protege School will act in compliance with all applicable Sexual Violence Policies and legislation.

### **SCOPE:**

This policy applies to all individuals associated with Protégé School, including:

- Employees (faculty, staff, and administration)
- Students
- Contractors and subcontractors
- Volunteers
- Visitors

### **Locations Covered:**

This policy is applicable at all locations where Protégé business is conducted, including:

- Campus grounds and buildings
- Off-site locations where college activities or events are held
- Any location where behavior covered by this policy occurs, impacts, or relates to the college's work environment, or where employees are conducting college-related activities.

**PROCEDURES:**

## **1. Sexual Violence Policy**

**Definition of Sexual Violence:** According to Part II of the **Canada Labour Code**, workplace harassment and violence encompass “any action, conduct, or comment, including of a sexual nature, that can reasonably be expected to cause offense, humiliation, or other physical or psychological injury or illness to an employee.” This includes various forms of harassment and violence, such as sexual harassment, sexual violence, and domestic violence.

- a) The Policy applies to all members of Protégé School’s community including students, staff, faculty, administrators, contract service providers, contractors, officers, directors, and individuals who are directly connected to any of Protégé School’s initiatives, volunteers, and visitors.
- b) All members of Protege’s community have a right to study and work in an environment free of sexual assault, sexual violence, and sexual harassment.
- c) Protégé is committed to providing its students with an educational environment free from sexual violence and treating its students who report incidents of sexual violence with dignity and respect.
- d) Protégé 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 and its other members that have occurred on its campus, or at one of its events and involve its students and its other members.
- e) 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.

**Sexual Violence**, including the term without limiting the generality of the foregoing, includes:

- (a) Sexual assault which is any type of an unwanted sex act done by one person to another, without that person's consent, that violates the sexual integrity of an individual ranging from unwanted touching to penetration.
- (b) any violence, physical or psychological, carried out through sexual means or by targeting sexuality, including sexual abuse.
- (c) criminal harassment (including stalking and cyber bullying).
- (d) any course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to have been known to be unwelcome, including: offensive jokes or comments of a sexual nature.
- (e) displaying of pornographic or sexist pictures or materials, including online.
- (f) suggestive or offensive remarks.
- (g) unwelcome language related to gender.
- (h) remarks, jokes, innuendoes, propositions, or taunting about a person's body, attire, sex, or sexual orientation.
- (i) leering or inappropriate staring.
- (j) bragging about sexual prowess.
- (k) physical contact such as touching, patting, or pinching, with an underlying sexual connotation; and
- (l) sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome.

### **3. Training, Reporting and Responding to Sexual Violence**

- a) Protege will include a copy of the Sexual Violence Policy in every contract made between it and its students, and provide a copy of the Sexual Violence Policy to its management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college's affairs, and their agents), instructors, staff, other employees and contractors and train them about the policy and its processes of reporting, investigating and responding to complaints of sexual violence involving its students. \*Any company participating in offering student internships on their premises must provide an undertaking in writing that it is following 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 Sexual Violence Policy is published on Protege’s website.
- c) Protege’s management, instructors, staff, other employees, and contractors will report incidents of or complaints of sexual violence to School Director upon becoming aware of them.
- d) Students who have been affected by sexual violence or who need information about support services should contact School Director.
- e) Subject to Section 4 below, to the extent it is possible, Protege 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 because 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.
- f) Protege 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.
- g) Notwithstanding (f), in certain circumstances, Protege 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.
- h) In all cases, including (f) above, Protege will appropriately accommodate the needs of its students who are affected by sexual violence. Students seeking accommodation should contact School Director.
- i) 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.
- j) 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.

In this regard, Protege 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 to access support and services.

#### **4. Investigating Reports of Sexual Violence**

- a) Under this Sexual Violence Policy, any student of Protege may file a report of an incident or a complaint to School Director in writing. The other officials, offices or departments that will be involved in the investigation are the Chief Operating Officer, Education Committee and Students Services Department.
- b) Upon receipt of a report of an incident or a complaint of alleged sexual violence being made, School Director 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.

In such cases or where civil proceedings are recommended in respect of allegations of sexual violence. Protégé may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures; and

- (iv) determine what interim measure sought 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 school director will:
  - (A) review all the evidence collected during the investigation.
  - (B) determine whether sexual violence occurred; and if so
  - (C) 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 Protege that the Respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:
  - (i) disciplinary action up to and including termination of employment of instructors or staff; or
  - (ii) expulsion of a student; and /or
  - (iii) the placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
  - (iv) 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 Chief of Operating Office within 15 days by submitting a letter addressed to 3390 Midland Avenue, Unit 10, Toronto, Ontario, M1V 5K3 advising of the person's intent to appeal the decision.

## 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 this 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. Sexual misconduct by employees in relation to a student

“Sexual misconduct” for the purpose of this policy means.

*In relation to a student enrolled at Protégé School, physical sexual relation with the student, touching of a sexual nature of the student or behaviour or remarks of a sexual nature toward the student by an employee where **The Act** constitutes an offence under the Criminal Code of Canada, and or the act infringes the right of the student under clause 7 (3) (a) of the Human Rights Code to be free from a sexual solicitation, and or the act constitutes sexual misconduct as defined by Protégé Schools Sexual Violence Policy and or other Protégé School requirements related to Sexual relations between employee and students; Including acts that constitute sexual misconduct for the purposes of the definition of “sexual misconduct” in Protégé School’s Employee Sexual Misconduct Policy*

1. **The Act** constitutes sexual misconduct as defined in the institution’s employee sexual misconduct policy or contravenes the policy or any other policy, rule or other requirement of the institution respecting sexual relations between employees and students or
  2. Any conduct by an employee of Protégé School that infringes the right of the student under clause 7 (3) (b) of the Human Rights Code to be free from a reprisal or threat of reprisal for the rejection of a sexual solicitation or advance.
- a) Where a report of sexual misconduct is substantiated by Protégé School, disciplinary measures shall be imposed, which include but are not limited to:
    - i. Termination of employment for just cause.
    - ii. Termination without pay or any other compensation or restitution because of the discharge or disciplinary measure.
    - iii. Receiving a disciplinary letter or letter of expectations
    - iv. Any other disciplinary measure with Protégé School deems appropriate.
  - b) Where an employee has been discharged for violation of this policy, the employee shall not be entitled to notice of termination, termination pay, or any other compensation or restitution as a result of the discharge or disciplinary measure, in



- accordance with [the Strengthening Post-secondary Institutions and Students Act, 2022](#).
- c) Where an employee commits an act of sexual misconduct towards a student and is either discharged or the employee resigns the employee shall not be re-employed by Protégé School
  - d) Where any penalty is imposed for violation of this policy, the penalty shall not be substituted for any other penalty pursuant to [the Strengthening Post-secondary Institutions and Students Act, 2022](#), despite subsection 48 (17) of the Labour Relations Act, 1995 and subsection 14 (17) of [the Colleges Collective Bargaining Act, 2008](#), and despite any provision of a collective agreement or employment contract specifying a penalty for the infraction.
  - e) No arbitrator, arbitration board or other adjudicator shall substitute any other penalty for the discharge or disciplinary measure imposed by Protégé School.
  - f) An agreement between Protégé School and any person, including a collective agreement or an agreement settling existing or contemplated litigation, that is entered into on or after the day section 3 of Schedule 1 to [the Strengthening Post-secondary Institutions and Students Act, 2022](#) comes into force, shall not contain any term that, directly or indirectly, prohibits the institution or any person related to the institution from disclosing that an allegation or complaint has been made that an employee of Protégé School committed an act of sexual misconduct toward a student of the institution, and any such term that is included in an agreement is void. [subject to subsection (g)]
  - g) With the exception that Protégé School may enter into an agreement that contains the terms in subsection (f) if the student requests that the college do so, provided that,
    - i. The student has had a reasonable opportunity to receive independent legal advice.
    - ii. There have been no undue attempts to influence the student with respect to the request.
    - iii. the agreement includes an opportunity for the student to decide to waive their own confidentiality in the future and the process for doing so; and
    - iv. The agreement is of a set and limited duration.

## 9. Reprisal

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- 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.

## **10. Review**

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- a) Protege shall ensure that student input is considered in the development of its Sexual Violence Policy and every time it is reviewed or amended.
- b) This Sexual Violence Policy has been reviewed on December 12, 2019, after three (3) years it was first implemented on January 1, 2017. Protégé will review this policy on an annual basis and amend it where appropriate.

## **11. Collection of Student Data**

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- a) Protégé shall collect and be prepared to provide upon request by the Superintendent of Private Career Colleges such data and information as required according to Subsections 32.1(8), (9), (10) and (11) of Schedule 5 of the Private Career Colleges Act, 2005 as amended.

## **12. Resources**

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**Appendix 1** lists provincial rape crisis centers

**Appendix 2** lists Myths and Misconceptions about Sexual Assault

**Appendix 3** lists Provincial Government's release Ad campaign and information to tapping into the potential help from the public to stop and fight sexual assault, violence, and harassment.

## **Appendix 1 - Provincial Rape Crisis Centres**

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The following represents a list of Provincial Rape Crisis Centers:

Canadian Association of Sexual Assault Centers

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](http://www.awhl.org)

Français

Fem'aide

Telephone Toll-Free: 1-877-336-2433

ATS: 1 866860-7082

[www.femaide.ca](http://www.femaide.ca)

### **Sexual Assault/Domestic Violence Treatment Centers**

35 [hospital-basedcentresthatprovide](http://www.satcontario.com/en/locate_centre.php)24/7emergency care to women. To locate the Sexual Assault/Domestic Violence Treatment Centre nearest you follows [this link](http://www.satcontario.com/en/locate_centre.php).  
([http://www.satcontario.com/en/locate\\_centre.php](http://www.satcontario.com/en/locate_centre.php))

Local

Alliston, Barrie, Collingwood, Midland, and Orillia

Huron 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:705-526-4211or1-800-461-175

Office:705-526-3221

[www.huroniatransitionhomes.ca](http://www.huroniatransitionhomes.ca)

Belleville

Sexual Assault Centre for Quinte and District

Toll-Free:1-877-544-6424

Office:613-967-6300

[www.sacqd.com](http://www.sacqd.com)

Bracebridge

Muskoka/Parry Sound Sexual Assault Services

Parry Sound District Office

Office:(705)774-9083 or1-877-851-

6662www.daphnewymn.com

Muskoka District Office

Office:(705)646-2122 or1-877-406-1268

[www.daphnewymn.com](http://www.daphnewymn.com)

Brantford

Sexual Assault Centre of Brantford

Crisis:519-751-3471

Office:519-751-1164

[sexualassaultcentre@sacbrant.ca](mailto:sexualassaultcentre@sacbrant.ca)

<http://sacbrant.ca/>

## Brockville

Assault Response & Care Centre

Office:(613)345-3881 or1-800-567-7415 [arcc@bgh-](mailto:arcc@bgh-)

[on.ca](http://on.ca)

[www.arc-c.ca](http://www.arc-c.ca)

## Chatham

Chatham-Kent Sexual Assault Crisis Centre

24-HourCrisisLine: 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/>

Iethinisten: ha Women's Shelter

Akwesasne Family Violence Program

24-HourCrisis:1-800-480-4208

Phone:613-937-4322

[www.akwesasne.ca/iethinistenha-women's-shelter](http://www.akwesasne.ca/iethinistenha-women's-shelter)

## Durham Region

Durham Rape Crisis Centre

Crisis:905-668-9200

Office:905-444.9672

[info@drcc.ca](mailto:info@drcc.ca)

[www.drcc.ca](http://www.drcc.ca)

## Eganville

Women's Sexual Assault Centre of Renfrew County

24-HourCrisis:1-800-663-3060

Office:613-735-5551

[www.wsac.ca](http://www.wsac.ca)

## Guelph

Guelph-Wellington Women in Crisis

Crisis:519-836-5710

1-800-265-7233

Office:519-823-5806

[www.gwwomenincrisis.org](http://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](http://www.sacha.ca)

## Kenora

Kenora Sexual Assault Centre

Crisis:(807)468-7233or1-800-565-6161

Office:(807)468-7958

[www.kenoralsexualassaultcentre.com](http://www.kenoralsexualassaultcentre.com)



Kingston

Sexual Assault Centre Kingston

Crisis:613-544-6424or1-877-544-6424

Office:613-545-0762

[sack@sackington.com](mailto:sack@sackington.com)

[www.sackington.com](http://www.sackington.com)

Kitchener-Waterloo

Sexual Assault Support Centre of Waterloo Region

Crisis:519.741.8633

Office:519.571.0121

[info@sascwr.org](mailto:info@sascwr.org)

[www.kwsasc.org](http://www.kwsasc.org)

London

Sexual Assault Centre London

Crisis:519-438-2272

Office 519-439-0844

TTY: 519-439-0690

[sacl@sacl.ca](mailto:sacl@sacl.ca)

[www.sacl.ca](http://www.sacl.ca)

London Abused Women's Centre

Office:519-432-2204

E-Mail: [info@lawc.on.ca](mailto: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 or905-895-6734

Office:(905)895-3646

[www.womenssupportnetwork.ca](http://www.womenssupportnetwork.ca)

North Bay

AmeliaRisingWomen'sSexualAssaultCentreofNipissing/centred'aggressionssexuellesde  
Nipissing

Crisis:705-476-3355

Office:705-840-2403

TTY: (705)840-5877 [info@ameliarising.ca](mailto:info@ameliarising.ca)

[www.ameliarising.ca](http://www.ameliarising.ca)

Oakville

Sexual Assault & Violence Intervention Services of Halton

Crisis:905-875-1555or1-877-268-8416

Office:905-825-3622

[www.savisofhalton.org](http://www.savisofhalton.org)



Orangeville  
Family Transition Place

Crisis:1-800-265-9178

Office:519-942-4122

[www.familytransitionplace.ca](http://www.familytransitionplace.ca)

Ottawa

Sexual Assault Support Centre

Crisis:613-234-2266

Phone: 613-725-2160

TTY: 613-725-1657

[info@sascottawa.com](mailto: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 or1-866-298-7778

Office/TTY: (705)741-0260

[www.kawarthasexualassaultcentre.com](http://www.kawarthasexualassaultcentre.com)





YWCA Peterborough Haliburton

Crisis:1-800-461-7656

Office:705.743.3526 x130

[www.ywcapeterborough.org](http://www.ywcapeterborough.org)

Sault Ste Marie

Women in Crisis (Algoma)Inc.

Crisis:705-759-1230or1-877-759-1230

[www.womenincrisis.ca](http://www.womenincrisis.ca)

Sarnia-Lambton

Sexual Assault Survivors Centre Sarnia-Lambton

Crisis:519337-3320or1-888-231-0536

Office:(519)337-3154

[www.sexualassaultsarnia.on.ca](http://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](mailto:hnws@hnws.on.ca)

[www.hnws.on.ca](http://www.hnws.on.ca)



St.Catherines

Niagara Region Sexual Assault Centre

Crisis: (905)682-4584

Office:(905)682-7258

[carsa@sexualassaultniagara.org](mailto:carsa@sexualassaultniagara.org)

<http://sexualassaultniagara.org/>

Thunder Bay

Thunder Bay Sexual Assault and Sexual Abuse Crisis and Counselling Centre

Office:(807)345-0894 or1-866-311-5927

[tbcounselling@tbsasa.org](mailto:tbcounselling@tbsasa.org)

[www.tbsasa.org](http://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](mailto:info@tawc.ca)

<http://www.tawc.ca/>

Toronto

Oasis Centredes Femmes

Téléphone :416-591-6565

Courriel :[services@oasisfemmes.org](mailto: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](mailto:info@trccmwar.ca)

[crisis@trccmwar.ca](mailto:crisis@trccmwar.ca)

[www.trccmwar.ca](http://www.trccmwar.ca)

#### Windsor

Sexual Assault Crisis Centre of Essex County

Crisis:519-253-9667

[www.saccwindsor.net](http://www.saccwindsor.net)

#### Woodstock

Domestic Abuse Services Oxford

Crisis:519539-4811or1-800-265-1938

[info@daso.ca](mailto:info@daso.ca)

[www.daso.ca](http://www.daso.ca)

## **Appendix 2 -Myths and Misconceptions about Sexual Assault**

This policy and procedure document refers to the offence of sexual assault to align with the current offence contained in the Criminal Code. The word “rape” is no longer used in criminal statutes in Canada. The term was replaced many years ago to acknowledge that sexual violence is not about sex but is about acts of psychological and physical violence. The term “sexual assault” provides a much broader definition and criminalizes unwanted behaviour such as touching and kissing as well as unwanted oral sex and vaginal and anal intercourse. Although the term no longer has a legal meaning in Canada, the term rape is still commonly used.

**The following chart aims to dispel myths and misconceptions regarding sexual assault, violence, and harassment.**

Myths	Fact
It wasn't rape, so it wasn't sexual violence.	Sexual assault and sexual violence encompasses a broad range of unwanted sexual activity. Any unwanted sexual contact is sexual violence. A survivor can be severely affected by all forms of sexual violence, including unwanted fondling, rubbing, kissing, or other sexual acts. Many forms of sexual violence involve no physical contact, such as stalking or distributing intimate visual recordings. All these acts are serious and can be damaging.
Sexual assault can't happen to me or anyone I know.	Sexual assault can and does happen to anyone. People of all socioeconomic and ethnic backgrounds are victims of sexual assault, but most sexual assaults happen to women and girls. Young women, Aboriginal women and women with disabilities are at greater risk of experiencing sexual assault.
Sexual assault is most often committed by strangers.	Someone known to the victim, including acquaintances, dating partners, and common-law or married partners, commit approximately 75 per cent of sexual assaults.
Sexual assault is most likely to happen outside in dark, dangerous places.	Most sexual assaults happen in private spaces like a residence or private home.
If an individual doesn't report to the police, it wasn't sexual assault.	Just because a victim doesn't report the assault doesn't mean it didn't happen. Fewer than one in ten victims report the crime to the police.
It's not a big deal to have sex with someone while they are drunk, stoned or passed out.	If a person is unconscious or incapable of consenting due to the use of alcohol or drugs, they cannot legally give consent. Without consent, it is sexual assault.



If the person chose to drink or use drugs, then it isn't considered sexual assault.	This is a prominent misconception about sexual assault. No one can consent while drunk or incapacitated.
If the victim didn't scream or fight back, it probably wasn't sexual assault.	When an individual is sexually assaulted, they may become paralyzed with fear and be unable to fight back. The person may be fearful that if they struggle, the perpetrator will become more violent.
If the victim does not fight back, the sexual assault is their fault.	
If you didn't say no, it must be your fault.	People who commit sexual assault/abuse are trying to gain power and control over their victim. They want to make it extremely difficult, if not impossible, for their victim to say no. A person does not need to say the word "no" to make it clear that they did not want to participate. The focus in consent is on hearing a "yes."
If the victim isn't crying or visibly upset, it probably wasn't a serious sexual assault.	Every woman responds to the trauma of sexual assault differently. She may cry or she may be calm. She may be silent or very angry. Her behaviour is not an indicator of her experience. It is important not to judge a woman by how she responds to the assault.
If someone does not have obvious physical injuries, like cuts or bruises, they probably were not sexually assaulted.	Lack of physical injury does not mean that a person wasn't sexually assaulted. An offender may use threats, weapons, or other coercive actions that do not leave physical marks. The person may have been unconscious or been otherwise incapacitated.
If it really happened, the victim would be able to easily recount all the facts in the proper order.	Shock, fear, embarrassment and distress can all impair memory. Many survivors attempt to minimize or forget the details of the assault as a way of coping with trauma. Memory loss is common when alcohol and/or drugs are involved.
Individuals lie and make up stories about being sexually assaulted; and most reports of sexual assault turn out to be false.	According to Statistics Canada, fewer than one in 10 sexual assault victims report the crime to the police. Approximately 2% of sexual assault reports are false.  The number of false reports for sexual assault is very low. Sexual assault carries such a stigma that many people prefer not to report.
Persons with disabilities don't get sexually assaulted.	Individuals with disabilities are at a high risk of experiencing sexual violence or assault. Those who live with activity limitations are over two times more likely to be victims of sexual assault than those who are able-bodied.



<p>A spouse or significant other cannot sexually assault their partner.</p>	<p>Sexual assault can occur in a married or other intimate partner relationship. The truth is sexual assault occurs ANY TIME there is not consent for sexual activity of any kind. Being in a relationship does not exclude the possibility of, or justify, sexual assault. A person has the right to say “no” at ANY point.</p>
<p>People who are sexually assaulted “ask for it” by their provocative behaviour or dress.</p>	<p>This statement couldn’t be more hurtful or wrong. Nobody deserves to be sexually assaulted. Someone has deliberately chosen to be violent toward someone else; to not get consent. Nobody asks to be assaulted. Ever. No mode of dress, no amount of alcohol or drugs ingested, no matter what the relationship is between the survivor and the perpetrator or what the survivor’s occupation is, sexual assault is always wrong.</p>
<p>Sexual assault only happens to women</p>	<p>Not true. Most sexual assaults are committed against women by men, but people of all genders, from all backgrounds have been/can be assaulted.</p>
<p>Sexual abuse of males is rare.</p>	<p>According to Statistics Canada, six percent of males 15 or over reported that they have experienced sexual victimization. Sexual assault/abuse occurs in every economic, ethnic, age, and social group.</p>
<p>If you got aroused or got an erection or ejaculated, you must have enjoyed it.</p>	<p>It is normal for your body to react to physical stimulation. Just because you became physically aroused does not mean that you liked it or wanted it or consented to it in any way. If you experienced some physical pleasure, this does not take away the fact that sexual abuse happened or the effects or feelings of abuse.</p>

## **Appendix 3**

### **Provincial Government's release Ad campaign and information to tapping into the potential help from the public to stop and fight sexual assault, violence and harassment.**

**Read the "Let's stop sexual harassment and violence."**

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<https://www.ontario.ca/page/lets-stop-sexual-harassment-and-violence>

#### **GUIDELINES**

##### **Communication**

Protege School encourages open communication on health and safety issues. It is essential to provide an injury-free and productive work environment.

- Employees/Students that voice or identify a health and safety concern will not be subject to retaliation.
- Health and safety comments will be reviewed by Administration/Management. The Administration/Management team will initiate an investigation on each reported and/or potential hazard.
- Employees are encouraged to inform their supervisor or Human resources of any matter they perceive to be an actual or potential workplace hazard.
- Communication can be written or oral, and may be anonymous, if so desired.

##### **Employee Responsibilities**

###### Executives/Employers

- These company officials are responsible for supplying an effective strategy that can manage the occupational health and safety concerns of Protege School.
- They must ensure that resources are allocated and governed properly to achieve the health and safety requirements of employees, and that their policies comply with Protege School's legal obligations.
- Foster a workplace culture of safety, with appropriate leadership.
- Review the policies' efficacy on an annual basis, and revise where necessary.
- Providing the committee with a copy of all orders or reports issued to the employer by a Ministry of Labour Inspector informing the committee of any work-related incidents involving injury, death, or occupational illness.

### Managers

- Responsibilities include their assistance in developing, implementing, and enforcing Protege School policies and procedures.
- Must continually promote health and safety awareness with instruction, information, training, and supervision to ensure the safe performance of employees.
- Utilize the process of hazard identification, risk management and incident investigation.
- Perform occupational health and safety inspections of the workplace to identify and control all hazards to employees.
- Held accountable for the health and safety of workers and students under their supervision.
- Ensure that machinery and equipment are safe and that employees/students work in compliance with established safe work practices and procedures.
- Ensure that employees receive adequate training in their specific work tasks to protect their health and safety.
- Conduct health and safety meetings.

### Health and Safety Committee Members

- Liaison with government agencies to ensure workplace health and safety compliance.
- Act as an advisor to management on safety and health policy issues.
- Coordinate health and safety inspections and follow up to ensure the completion of necessary corrective actions.
- Develop Best Practices.
- Design and develop accident / incident reports and investigation procedures.
- Maintain an up-to-date working knowledge of health and safety regulations as mandated locally, federally, or by the province / state.
- Design and develop company policies and procedures on workplace safety and health issues.
- Review injury and illness trends and identify problem areas and solutions.

### Employees/Students

- Responsible for compliance with occupational health and safety policies and procedures.
- Must notify managers of any health and safety concerns, so that they may be dealt with promptly.
- Every employee/student must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the company.
- Use appropriate personal protective equipment as required.
- Report unsafe or potentially hazardous conditions, without fear of reprisal, to their Administration/Management.



All Staff Are Responsible for the Following

- Completion of required occupational health and safety training.
- Performance of their duties in a manner conducive to a safe workplace, following all safety practices and procedures.
- Reporting of any incident, injury or hazard as outlined in procedures.
- Report any acts of violence or harassment in the workplace.
- Promoting a hazard-free workplace.
- Learning the posted Emergency Plan detailing their facilities procedures pertaining to: Fire, Weather, or Medical Emergency.
- Making sure that students are aware of their role in health and safety.