

SEXUAL VIOLENCE & HARASSMENT POLICY

Statement

It is the policy of **Challenger Transportation Training Academy** that all employees and students are entitled to pursue their duties and studies in a work environment free from harassment by the employer, an agent of the employer, or other employees and students. Individuals who engage in harassment shall be subject to discipline up to and including dismissal.

For the purpose of this policy, harassment is defined as follows:

- Harassment of a sexual nature is comprised of sexual comments, gestures, or physical contact that the individual knows or ought reasonably to know, to be unwelcome, objectionable, or offensive. The behavior may be on a one-time basis or a series of incidents, however minor. Harassment of a sexual nature is unsolicited, one – sided and/or coercive. Both males and females may be victims of it.
- Harassment based on race, religion, religious creed, sex, marital status, physical or mental disability, political opinion, color or ethnic, national or social origin, is any behavior that is directed at, or is offensive to, an employee or student, or endangers an employee's job, undermines performance, or threatens the economic livelihood of the employee or student.

Reporting Process

Prompt reporting of all incidents is important so that appropriate action can be taken. All reported incidents of sexual violence and/or sexual harassment will be investigated to the best of our ability and in a manner, that ensures due process. Students, faculty and staff of Challenger Transportation Training Academy will take all reasonable steps to prevent sexual violence involving our students on our campuses by reporting immediately. 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 one of our students.

Challenger Transportation Training Academy recognize that sexual violence can occur between individuals regardless of sexual orientation, gender and gender identity or relationship status as outlines in the Ontario Human Rights Code.

- It is the responsibility of administrators/supervisors, at all levels, to be sensitive to the possible existence of sexual harassment and to act quickly and appropriately to put an end to it
- Employees or students who have engaged in sexual harassment of others will be subject to appropriate disciplinary action. Due to the power imbalance that often exists between the harasser and the person being harassed, and worries about what will happen if they object, people may go along with the unwelcome actions. But in these cases, it is still harassment and it is still against the law. The sexual violence and

harassment policy should be consulted whenever there are concerns about sexual violence and/or harassment.

Victims who wish to make formal complaints are encouraged to report to Management. Every endeavor should be made to solve all complaints internally first. When a harassment charge is supported, Management will take prompt and appropriate action to discipline the offender.

Definitions

Sexual Violence: Sexual violence is defined as a sexual act committed against someone without that person's freely given consent. It is a broad term that describes any violence, physical or psychological, carried out through sexual means or by targeting sexuality. This violence takes different forms including sexual abuse and sexual assault. Acts of sexual violence include: unwanted sexual comments or advances; coercion of another person's sexuality by physical or psychological intimidation and/or the denial of another person's sexual decision making rights. Sexual violence is divided into the following types: Completed or attempted forced penetration of a victim. Completed or attempted drug/alcohol facilitated penetration of a victim. Sexual violence can profoundly impact physical and mental well-being of individuals and communities.

Sexual Harassment: Sexual Harassment is prohibited by Ontario Human Rights Code and may be based on gender, including transgendered persons, or may involve the use of overt sexual language or sexual innuendo which makes an individual feel uncomfortable. Sexual harassment is different from flirting, playing around or other types of behavior that you enjoy or welcome. Sexual harassment can be requests for sexual favors or unwelcome sexual behavior that is bad enough or happens often enough to make you feel uncomfortable, scared or confused and that interferes with your schoolwork or your ability to participate in extracurricular activities or attend classes. Sexual harassment can be verbal; comments about your body, spreading sexual rumors, sexual remarks or accusations, dirty jokes or stories. Sexual harassment can be physical; grabbing, rubbing, touching, flashing or mooning, pinching in a sexual way and sexual assault. Sexual harassment can be visual; a display of naked pictures or sex-related objects and obscene gestures. Sexual harassment can happen to girls and boys. Sexual harassers can be fellow students, teachers, instructors, principals, janitors, coaches and other school officials.

Sexual Assault: Sexual assault is a form of sexual violence and is a criminal offence under the Criminal Code of Canada. Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of that person and involves a range of behaviours from any unwanted touching to penetration. 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, threatened or that is carried out in circumstances in which the person has not freely agreed, consented to or is incapable of providing consent.