



# **FREEDOM COLLEGE of BUSINESS, HEALTHCARE AND TECHNOLOGY INC.**

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## **POLICY ON SEXUAL VIOLENCE AND HARASSMENT**

(Revision as per Bill 132 as Amended- June 12, 2019).

### **1. Policy Application**

The Policy applies to all students of Freedom College of Business, Healthcare and Technology Inc. Freedom College of Business, Healthcare and Technology Inc. is committed to building a positive, respectful and motivating environment for all stakeholders-students, faculty and staff members. All students have the right to be treated fairly, respectfully and with dignity and they have the responsibility to treat others in the same manner. Freedom College of Business, Healthcare and Technology Inc. has the obligation to provide an environment in which all students, faculty and staff members are free from sexual violence and harassment.

### **2. The Scope**

The Sexual Violence and Harassment Policy applies to complaints of sexual violence and harassment that have occurred not only during working /instruction hours on the premises of Freedom College of Business, Healthcare and Technology Inc. but also to any activities of the college on or off the premises or in any locations related to the work of the college, such as Off-site Practicum Placement agency locations. It also applies to events in any locations in which the students of the college are formally involved.

### **3. Purpose of Policy**

The purpose of this policy is to emphasize the fact that any forms of sexual violence and harassment are not acceptable and their incidents or reports thereon will be viewed seriously. This policy outlines the procedures to be followed regarding sexual violence and harassment so that persons reporting the incidents will know that the matters will be treated fairly and confidentially and may be reported without fear of retaliation or reprisal.

### **4. Definition of Sexual Violence**

Sexual violence is defined in the legislation as 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.

### **5. Definition of Sexual Harassment**

Sexual harassment is a type of discrimination that can interfere with a person's education, make them feel unsafe and stop them from reaching their full potential in life. Sexual harassment can include:

- asking for sex in exchange for something, like offering to improve a test score
- repeatedly asking for dates, and not taking "no" for an answer



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- demanding hugs
- making unnecessary physical contact, including unwanted touching
- using rude or insulting language or making comments that stereotype girls, women, boys and men
- calling people unkind names that relate to their sex
- making sex related comments about a person's physical appearance or actions
- saying or doing something because you think a person does not fit sex-role stereotypes
- posting or sharing pornography, sexual pictures, cartoons, graffiti or other sexual images (including online)
- making sexual jokes
- bragging about sexual ability
- bullying based on sex or gender
- spreading sexual rumors or gossip (including online)

### **6. Responsibility**

(i). All students, faculty and staff members are responsible for ensuring that sexual violence and harassment are not tolerated.

(ii). All faculty, staff members as well as the Administrator and Director of Freedom College of Business, Healthcare and Technology Inc. are responsible for ensuring a harassment- and abuse-free environment. This includes leading by example in matters of appropriate behaviours, implementing harassment and abuse awareness and prevention training programs, and maintaining a positive ethical environment.

(iii). Students, faculty and staff of Freedom College have the responsibility of taking all reasonable measures to prevent sexual violence involving the students of the college on the college premises/campus and at college events by reporting immediately to the Administrator and/or Director of the College if the students of the College have been subject to, or they have witnessed or have knowledge of sexual violence involving the students of the College, or have reason to believe that sexual violence or harassment involving our students has occurred or may occur.

(iv). The Administrator and/or Director will, to the extent possible, attempt to keep all information disclosed confidential except in those circumstances that it is reasonably believed that the individual is at imminent risk of self-harm, or of harming other persons, or there are reasonable grounds to believe that others on the college premises or the broader community are at risk.

### **7. Policy Objectives**

Freedom College of Business, Healthcare and Technology Inc. is committed to providing an enabling and conducive environment free from sexual violence and harassment and treating those students who report incidents of sexual violence with dignity and respect.

Freedom College of Business, Healthcare and Technology Inc. will provide copies of this Policy to all our students and educate them along with our faculty, staff members and contractors about the policy and how to



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determine situations that involve, or could escalate into sexual violence against our students and how to mitigate such situations.

Where a complaint has been made, under this Sexual Violence Policy, Freedom College of Business, Healthcare and Technology Inc. will take all reasonable steps, including the following to investigate it:

- (a) providing on-campus investigation procedures to students for sexual violence complaints;
- (b) responding promptly to any complaint and providing reasonable updates to the 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 as set out in Appendix 1.

### **8. Investigation of Reports of Sexual Violence**

Under this Sexual Violence Policy, a complaint of sexual violence may be filed by any student to the Administrator and/or Director of Freedom College of Business, Healthcare and Technology Inc. The report must be in writing.

The complainant has the right to ask another person to be present during the investigation.

Upon receipt of the complaint, the Administrator or the Director will initiate an investigation which will include the following:

- i: assessing the situation to determine whether the incident should be reported to the police immediately;
- ii: determining what interim or immediate measures should be taken during the investigation;
- iii: meeting with the complainant to discuss the written report and seek clarifications to have complete information and details of the incident including details of the date, time of the incident, persons who witnessed the incident and description of what occurred;
- iv: interviewing the complainant, any person involved in the incident and identified witnesses to the incident;
- v: interviewing any other persons who may have information about the incident related to the complaint;
- vi: meeting with the respondent to provide details of the allegations and provide opportunity to respond to the allegations;
- vii: providing updates to the complainant and the respondent about the status of the investigation;
- viii: determining what disciplinary action(s), if any, should be taken.



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## **9. Disciplinary Measures**

If it is determined by Freedom College of Business, Healthcare and Technology Inc., from the evidence provided, that an incident of sexual violence has occurred involving any of the stakeholders in the College; student, instructor or staff member, immediate disciplinary or corrective action will be taken up to and including expulsion/dismissal of student and termination of appointment of instructor or staff member.

In cases where criminal proceedings are initiated, Freedom College of Business, Healthcare and Technology Inc will cooperate fully with law enforcement agencies (police), lawyers, insurance companies and the courts.

Where criminal and/or civil proceedings are commenced in respect of allegations of sexual violence Freedom College of Business, Healthcare and Technology Inc. may conduct its own independent investigation and make its own determination in accordance with its own policy.

## **10. 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.

## **11. Reprisal**

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

## **12. Review**

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

## **13. Collection of Student Data**

Freedom College of Business, Healthcare and Technology Inc. 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. 3 (8), (9) and (10) of Schedule 5 of the Private Career Colleges Act, 2005 as amended.

## **13. Resources**

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

## **Appendix 1**

Canadian Association of Sexual Assault Centres

Ontario

Provincial

English



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## **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: 1 866 860-7082

[www.femaide.ca](http://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 (South Simcoe Crisis line)

Midland: 705-526-4211 or 1-800-461-1750 (North Simcoe Crisis line)

Office: 705-526-3221

[www.huroniatrtransitionhomes.ca](http://www.huroniatrtransitionhomes.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) 6

## **Bracebridge**

Muskoka/Parry Sound Sexual Assault Services

Parry Sound District Office

Office: (705) 774-9083 or 1-877-851-6662

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



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Muskoka District Office  
Office: (705) 646-2122 or 1-877-406-1268  
[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 or 1-800-567-7415  
[arcc@bgh-on.ca](mailto:arcc@bgh-on.ca)  
[www.arc-c.ca](http://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/>  
Iethinisten:ha Women's Shelter  
Akwesasne Family Violence Program

24 Hour Crisis: 1-800-480-4208  
Phone: 613-937-4322  
[www.akwasasne.ca/iethinistenha-women's-shelter](http://www.akwasasne.ca/iethinistenha-women's-shelter)



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## **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](http://www.sacha.ca)

## **Kenora**

Kenora Sexual Assault Centre 8

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

Office: (807) 468-7958

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

## **Kingston**

Sexual Assault Centre Kingston

Tel: 416-398-9231 | Fax: 416-398-8436 | Email: info@freedomcollege.ca | www.freedomcollege.ca

3042 Keele Street, Toronto, ON. M3M 2H4 Canada



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

Office: 613-545-0762

sack@sackingston.com

www.sackingston.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/>

## **New market**

Women's Support Network of York Region

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

Office: (905) 895-3646

Tel: 416-398-9231 | Fax: 416-398-8436 | Email: [info@freedomcollege.ca](mailto:info@freedomcollege.ca) | [www.freedomcollege.ca](http://www.freedomcollege.ca)

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[www.womenssupportnetwork.ca](http://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](mailto:info@ameliarising.ca)

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

Tel: 416-398-9231 | Fax: 416-398-8436 | Email: [info@freedomcollege.ca](mailto:info@freedomcollege.ca) | [www.freedomcollege.ca](http://www.freedomcollege.ca)

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

YWCA Peterborough Haliburton  
Crisis: 1-800-461-7656  
Office: 705.743.3526 x 130  
[www.ywcapeterborough.org](http://www.ywcapeterborough.org)

## **Sault Ste Marie**

Women in Crisis (Algoma) Inc.  
Crisis: 705-759-1230 or 1-877-759-1230  
[www.womenincrisis.ca](http://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](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**

Tel: 416-398-9231 | Fax: 416-398-8436 | Email: [info@freedomcollege.ca](mailto:info@freedomcollege.ca) | [www.freedomcollege.ca](http://www.freedomcollege.ca)  
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Thunder Bay Sexual Assault and Sexual Abuse Crisis and Counselling Centre

Office: (807) 345-0894 or 1-866-311-5927

[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 Centre des 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: 519 539-4811 or 1-800-265-1938

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

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

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