















- 13.2. Hanson will provide a response with their decision regarding the appeal request within fifteen (15) days of receipt of any such request. If Hanson denies an appeal, it will provide written reasons for the denial along with its response.
- 13.3. Appeals will be conducted by the Student Services and Academic department, and other such departments who may have been involved in the investigation prior to the appeal.

**14. Supports, Services, and Accommodations**

- 14.1. Hanson will appropriately accommodate the needs of students affected by Sexual Violence at no cost to the student. Students who require such accommodation should contact the Student Services Department, which will work with students to address requests for accommodation, and can provide access to other supports and services.
- 14.2. Student Services can provide students with access to consultation and counselling services by qualified professionals to those affected by sexual violence, as well as referrals to community resources and community supports and other appropriate counselling services.
- 14.3. Students who are affected by sexual violence are not required to make a report or complaint about an Incident of Sexual Violence in order to receive such supports, services, and accommodations.
- 14.4. Community supports and services, as well as their contact information, can be found in Appendix B of this policy, as well as Appendix II of Hanson’s Sexual Violence Protocol, which contains a chart of all sexual assault centres in Ontario and their contact information.
- 14.5. For more information about supports and services, please contact:

<b>Brampton campus:</b>	<p><a href="mailto:ds@hansoncollege.ca">ds@hansoncollege.ca</a></p> <p><a href="mailto:ds@hansoncollege.ca">ds@hansoncollege.ca</a> @hansoncollege.ca</p>
<b>North York campus:</b>	<p>Manny Bassi</p> <p><a href="mailto:manny.bassi@hansoncollege.ca">manny.bassi@hansoncollege.ca</a></p>
<b>Eglinton campus:</b>	<p>Greta Storti, Student Services Officer <a href="tel:416-480-1400">416-480-1400 ext.1016</a></p> <p>OR</p> <p>Yelena Mordovskaya, Vice-Principal, <a href="tel:416-322-0555">HHS and HLS 416-322-0555 ext. 1022</a></p>





More information about student supports and services, as well as community supports and services, can also be found in Hanson's Sexual Violence Protocol, which is available at the Student Services Department.

## 15. Confidentiality

- 15.1. Hanson respects the privacy and confidentiality of all persons. The confidentiality of all persons involved in a report of Sexual Violence must be strictly observed, including the complainant, respondent, and witnesses, by restricting routine access to information to individuals with a need for such access and by providing education and training to those who are regularly involved in the administration of reports and complaints.
- 15.2. All records regarding reports/complaints, investigations, and Incidents of Sexual Violence will be filed in a confidential manner and kept in a confidential database that will be monitored and regulated by the Student Services Department and the HR department. Hanson will treat Disclosures and Reports of an Incident of Sexual Violence in a confidential manner and in accordance to the Freedom of Information and Protection of Privacy Act.
- 15.3. In certain circumstances, disclosure of confidential information may be necessary, such as where:
  - a. There are reasonable grounds to believe there is an individual is at imminent risk or self-harm;
  - b. There are reasonable grounds to believe there is an individual is an imminent risk of harming another;
  - c. There are reasonable grounds to believe that others in the Hanson or wider community may be at risk or harm; and/or
  - d. Disclosure is required by law (ex. An incident involving a minor, or obligations related to occupational health and safety or human rights legislation).

In such circumstances, the information would only be shared with the necessary services to prevent harm, and the name of the survivor would not be released to the public.

- 15.4. Where Hanson becomes aware of an allegation of Sexual Violence against a member of the Hanson community against another member of the Hanson community, such as faculty or staff, Hanson may have an obligation to take additional steps beyond the scope of this policy with Hanson's legal obligation to provide its students with a safe learning environment. In these circumstances, Hanson will take reasonable steps to preserve the confidentiality of information received regarding an Incident of Sexual Violence as well as the identity of the Complainant.
- 15.5. If Hanson is required to collect and disclose information to the Superintendent relating to this policy, and the implementation and effectiveness of the same, Hanson will ensure that such information shall not include personal information as defined by the *Freedom of Information and Protection of Privacy Act*.

**15.6. Minors who are involved:** Hanson will exert all effort to ensure that the identities of minors (under age 18 years) involved in Incidents of Sexual Violence are protected and kept confidential under the Youth Criminal Justice Act of Canada.

## **16. Regulation and Implementation of the Sexual Violence Policy**

**16.1.** The Academic Department is responsible for approving and facilitating ongoing revision of Hanson's Sexual Violence Policy for students, and ensuring that the policy is appropriately implemented and adopted by Hanson. The Academic Department is also responsible for approving all finalized versions of the policy.

**16.2.** The Academic Department is responsible for ensuring that all staff, faculty, and students are trained and educated on the procedures and provisions set out by this policy.

**16.3.** Hanson will exert all effort to include input from Hanson students regarding the Sexual Violence policy during policy revision processes.

## **17. Related Policies**

- Code of Conduct and Complaints Policy
- Student Misconduct Procedures Guide
- It must be noted that if the Sexual Violence policy conflicts with the Dismissal Policy, then the Sexual Policy prevails.

## Appendix A

### Definitions

<b>Sexual Violence</b>	In accordance with the <i>Private Career Colleges Act</i> , Sexual Violence is defined 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. For the purposes of this policy, Sexual Violence also includes acts of Sexual Violence committed online.
<b>Incident of Sexual Violence</b>	Includes any instance of Sexual Violence, including Sexual Harassment, Sexual Assault, and all associated definitions.
<b>Member(s) of the Hanson community</b>	Includes students, staff, contractors, visitors, guests, and committee members that represent Hanson International Education & Employment Services Ltd., whether they are on-site or off-site Hanson premises.
<b>Complainant</b>	A Member of the Hanson community who has Disclosed or Reported an Incident of Sexual Violence.
<b>Respondent</b>	Someone against whom an allegation of Sexual Violence has been made.
<b>Sexual Harassment</b>	Includes (but is not limited to) engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome. Sexual Harassment also includes any 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. Sexual Harassment also includes a reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant, or deny a benefit or advancement to the person. For the purposes of this policy, Sexual Harassment includes Cyber Sexual Harassment.
<b>Sexual Assault</b>	Sexual assault is a criminal offence under the Criminal Code of Canada, and is defined as any form of sexual contact without a person’s Consent. Sexual Assault constitutes a range of behaviours that may involve the use of force, threats, or control towards an individual, from unwanted sexual touching to forced sexual intercourse; and can involve situations where sexual activity is

obtained by someone abusing a position of trust, power, or authority.

### **Definition of 'Consent'**

As described in the Criminal Code of Canada, 'Consent' is the voluntary and explicit agreement to engage in the sexual activity in question. It is the act of willingly and consciously agreeing to engage in specific sexual behaviour, and requires that a person is able to freely and consciously choose between two options: yes and no. This means that there must be an understandable exchange of affirmative words between the parties involved; which indicates a willingness to participate in mutually agreed upon sexual activity.

In terms of what constitutes as a situation where **no consent is obtained**, the following must be understood:

- A person who is asleep, unconscious, or is otherwise unable to communicate, is incapable of giving consent.
- Consent cannot be obtained from a person who has been threatened or coerced (i.e. is not agreeing voluntarily) into engaging in sexual activity.
- A person who is not in a fully conscious state of mind, or who is under the influence of drugs or alcohol, is unable to give full consent.
- A person may be unable to give consent if he/she has a mental disability preventing them from fully understanding sexual acts.
- Consent that was given in the past to a sexual or dating relationship does not mean that consent is deemed to exist for all future sexual activity. Consent must be always be obtained.
- A person can withdraw consent at any time during the course of a sexual encounter.
- A person is incapable of giving consent to a person in a position of trust, power, or authority, such as:
  - A faculty member initiating a relationship with a student who he/she teaches;
  - An administrator initiating a relationship with anyone who reports to that position or is in a direct line of authority to that position.
- Consent to engage in sexual activity cannot be given on behalf of another person.

It is the responsibility of the initiator of sexual activity to ensure clear and affirmative responses are communicated at all stages of sexual engagement. It is also the initiator's responsibility to know if the person he/she is engaging with sexually is a minor under the Law.



**Age of Consent for Sexual Activity:** the age at which a person can legally consent to sexual activity. In Canada, children under 12 can never legally consent to sexual acts. 16 years old is the legal age of consent for sexual acts. There are variations on the age of consent for adolescents who are close in age between the ages of 12 and 16. More information can be found on <http://www.justice.gc.ca/eng/rp-pr/other-autre/clp/faq.html>

**Appendix B**

**Sexual Assault Centres (ONTARIO)**

<i>Region in Ontario</i>	<i>Sexual Assault Centre</i>	<i>24-hr Crisis Line</i>	<i>Office Phone</i>
<b>Algoma (Sault Ste. Marie)</b>	<a href="#">Women In Crisis Algoma</a>	1-877-759-1230	705-759-1230
<b>Belleville-Quinte</b>	<a href="#">Sexual Assault Centre for Quinte &amp; District</a>	1-877-544-6424	613-967-6300
<b>Brant</b>	<a href="#">Sexual Assault Centre of Brant</a>	519-751-3471	519-751-1164
<b>Bruce County</b>	<a href="#">Women's House Serving Bruce and Grey: Sexual Assault Services</a>	1-866-578-5566	519-372-1113
<b>Chatham-Kent</b>	<a href="#">Chatham-Kent Sexual Assault Crisis Centre</a>	519-354-8688	519-354-8908
<b>Cornwall</b>	<a href="#">Sexual Assault Support Services for Women, Cornwall</a>	English: 613-932-1603 French: 613-932-1705	613-932-1755
<b>East Algoma (Elliot Lake)</b>	<a href="#">Counselling Centre of East Algoma</a>	1-800-721-0077	705-848-2585
<b>Guelph-Wellington</b>	<a href="#">Guelph-Wellington Women in Crisis</a>	519-836-5710 1-800-265-7233	519-836-1110
<b>Halton (Oakville)</b>	<a href="#">Sexual Assault &amp; Violence Intervention Services of Halton</a>	905-875-1555	906-825-3622
<b>Hamilton</b>	<a href="#">Sexual Assault Centre Hamilton &amp; Area (SACHA)</a>	905-525-4162	905-525-4573
<b>Kawartha (Peterborough &amp; Area)</b>	<a href="#">Kawartha Sexual Assault Centre</a>	705-741-0260	705-748-5901
<b>Kenora</b>	<a href="#">Kenora Sexual Assault Centre</a>	807-468-7233 1-800-565-6161	807-468-7958
<b>Kingston</b>	<a href="#">Sexual Assault Centre Kingston</a>	613-544-6424 1-877-544-6424	613-545-0762
<b>Waterloo</b>	<a href="#">Sexual Assault Support Centre of Waterloo Region</a>	519-741-8633	519-571-0121
<b>London-Middlesex</b>	<a href="#">Sexual Assault Centre London</a>	519-438-2272 1-877-529-2272	519-439-0844
<b>Muskoka</b>	<a href="#">Athena's Sexual Assault Counselling &amp; Advocacy Centre</a>	705-737-2008 1-800-987-0799	705-737-2884
<b>Niagara</b>	<a href="#">Niagara Region Sexual Assault Centre</a>	905-682-4584	905-682-7258
<b>Nipissing</b>	<a href="#">Amelia Rising Sexual Assault Centre of Nipissing</a>	705-476-3355	705-840-2403
<b>Oshawa-Durham</b>	<a href="#">Oshawa-Durham Rape Crisis Centre</a>	905-668-9200	905-444-9672
<b>Ottawa SASC</b>	<a href="#">Sexual Assault Support Centre of Ottawa</a>	613-234-2266	613-725-2160
<b>Ottawa RCC</b>	<a href="#">Ottawa Rape Crisis Centre</a>	613-562-2333	613-562-2334

<b>Peel</b>	<a href="#">Hope 24/7: Sexual Assault Centre of Peel</a>	1-800-810-0180	905-792-0821
<b>Renfrew</b>	<a href="#">Women's Sexual Assault Centre of Renfrew County</a>	1-800-663-3060	613-735 – 5551
<b>Sarnia-Lambton</b>	<a href="#">Sexual Assault Survivors' Centre Sarnia-Lambton</a>	519-337-3320	519-337-3154
<b>Sudbury</b>	<a href="#">Voices for Women Sudbury</a>		705-523-7100 ext. 2647
<b>Thunder Bay</b>	<a href="#">Thunder Bay Sexual Abuse &amp; Sexual Assault Counselling &amp; Crisis Centre</a>	807-344-4502	807-345-0894
<b>Timmins</b>	<a href="#">Timmins and Area Women in Crisis</a>	1-877-268-8380	705-268-8381
<b>Toronto</b>	<a href="#">Multicultural Women Against Rape/Toronto Rape Crisis Centre</a>	(416) 597-8808	416-597-1171
<b>Windsor-Essex</b>	<a href="#">Sexual Assault Crisis Centre of Essex County</a>	519-253-9667	519-253-3100
<b>York</b>	<a href="#">Women's Support Network of York Region</a>	1-800-263-6734 905-895-7313	905-895-3646

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*DISCLAIMER: This document was adapted from the 2015 Colleges Ontario framework for Sexual Assault and Sexual Violence.*