



SEXUAL HARRASSMENT POLICY

Revision as per Bill 132 as Amended– March 16, 2016

General Overview

Eikonic Academy of Barbering and Beauty (EABB) will not tolerate sexual and gender-based harassment and trusts that all staff, students, and employees will continue to act responsibly pursuant to the policies and will assist the school in maintaining a poison-free environment free and thank all for their co-operation could progress into sexual violence against our students and how to reduce it.

EABB has developed policies and procedures to ensure that all its employees, students, partners, and clients can work in an environment free from sexual and gender-based, or workplace harassment. All persons associated with our private career college shall become familiar with this policy. Our private career college will not tolerate sexual and gender-based harassment and trusts that all staff, students, and employees will continue to act responsibly pursuant to the policies and will assist the school in maintaining a poison-free environment free and thank all for their co-operation.

EABB is committed to maintaining a fair and equal environment for all students, ages, ethnicities, religions, and sex-gender. The College is expected to be a safe place where our students, staff of EABB College feel able to work, learn and express themselves in an environment, free from sexual violence and treating those students who report incidents of sexual violence with dignity and respect.

EABB will provide a copy of the policy to our students, and educate them together with our career college management, employees, instructors about this Policy and how to identify situations that involve, or could progress into sexual violent against our students and how to reduce it.

1. Policy Application

The Policy applies to all career college students of Eikonic Academy of Barbering and Beauty (EABB)

2. The Scope

The Policy applies to complaints of sexual violence that have occurred on EABB career college campus or at a one of our events and involve our students.

3. Purpose and Intent

All of EABB career 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

EABB 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 EABB will provide a copy of the policy to our students, and educate them together with our career college management, employees and contractors 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 EABB will take all reasonable steps to investigate it, including as follows:

- (a) providing on-campus investigation procedures to students for sexual violence complaints; 2
- (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.

5. Definition of Sexual Violence

This Policy prohibits sexual violence which 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.

6. Reporting and Responding to Sexual Violence

Students, faculty and staff of EABB will take all reasonable steps to prevent sexual violence involving our students on our career college campus or events by reporting immediately to the Terence Lai, EABB Campus Administrator 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, Terence Lai, EABB Campus Administrator 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. EABB recognizes the right of the complainant to determine how her or his complaint will be dealt with. However, in certain circumstances, EABB 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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A complainant seeking accommodation should contact Terence Lai, EABB Campus Administrator.

7. Investigating Reports of Sexual Violence 3

A complaint of sexual violence may be filed under this Policy, by any student of our career college, to Terence Lai, EABB Campus Administrator in writing.

A complainant may ask another person to be present during the investigation. Upon a complaint of alleged sexual violence being made the Terence Lai, EABB Campus Administrator will initiate an investigation, including as follows:

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

8. Disciplinary Measures

If it is determined by EABB 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, EABB will assist police agencies, lawyers, insurance companies, and courts to the fullest extent.⁴

Where criminal and/or civil proceedings are commenced in respect of allegations of sexual violence EABB 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 who has brought forward a complaint of sexual violence, provided information related to a complaint, or otherwise been involved in the complaint investigation process.

11. Review

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

12. Collection of Student Data

EABB 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

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/>

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