



Sexual Violence Policy

The Toronto College of Dental Hygiene and Auxiliaries Inc. takes sexual violence very seriously.

According to the Private Career Colleges Act, 2005, “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. 2016, c. 2, Sched. 5, s. 1.

No person shall commit, attempt or threaten an act of sexual violence against any other person. This includes, but is not limited to, sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, degrading sexual imagery, verbal harassment of a sexual nature, distribution of sexual images or video without consent, cyber harassment, cyber stalking or an act targeting a person’s sexuality, gender identity or gender expression.

Sexual Violence Support

The Toronto College of Dental Hygiene and Auxiliaries Inc. provides training/information about sexual violence to all students and staff members and offers support for staff and students who have been affected by sexual violence.

Students can access information about the school’s counsellor, the Assaulted Women’s Health line (awhl.org), Support Services for Male Survivors of Sexual Abuse (http://www.attorneygeneral.jus.gov.on.ca/english/ovss/male_support_services/), the Barbra Schlifer Commemorative Clinic (women only - <http://schliferclinic.com/>) and It’s Never Okay (an Action Plan to Stop Sexual Violence and Harassment <https://www.ontario.ca/page/lets-stop-sexual-harassment-violence>) on the student portal under “Health and Safety Resources”.

All students have a right to feel safe in their learning environment and thus should become familiar with the resources available to them and encourage other students to learn more about sexual violence and sexual violence prevention.

Students are not required to make a formal report to access the services of the College’s counsellor.

Reporting

In the event that a student feels that he or she was a victim of sexual violence, we encourage the student to report it immediately. Reporting of sexual violence can be done in person or by email to the Business Director (Lidia Di Nicolo email: lidiad@toronto-college-dental.org) or to the Program Director (May Moulis email: maym@toronto-college-dental.org).

The school will respond to any reports of sexual violence within 5 business days and all information will be kept confidential where legally acceptable. If an incident of sexual violence is reported, a meeting will be scheduled with the student to discuss the incident and look for ways of resolving the situation. During this meeting a Sexual Violence Report will be filled out. At the discretion of the student, this report can be done anonymously. If it's determined that a crime may have been committed, the appropriate authorities will be called.

Students who report sexual violence have the right to request that no investigation takes place. However, depending on the nature of the sexual violence, the College may need to investigate to protect other members of the campus community. During any investigation, survivors have the right to an external third party.

In the event that a student feels that he or she was a victim of sexual violence, but does not wish to report the incident, we encourage the student to contact the Toronto College of Dental Hygiene and Auxiliaries Inc. Counsellor.

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.

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.

Action

When considering which action to take in the event of a sexual violence incident, the college will consider the evidence and nature of the incident.

Actions may include:

- Verbal or written apologies
- Suspension or expulsion from the college
- A referral to counselling
- Termination of employment
- Referral to police or other legal authorities

Appeal

Any party involved in a sexual violence incident may appeal the decision made by the college. All appeals must be made in writing to the Dean of Students within 30 days. The Dean of Students will review the evidence, and may ask to meet with parties involved to gather more information. Any meeting with the Dean of Students will be fully documented. During these meetings all parties are allowed to bring a third party as a witness.

Last updated January 17th,2022