



Sexual Harassment & Violence Involving Students Policy

Effective January 1, 2017

Taranis Training Ltd. is committed to maintaining a safe learning and working environment and a campus free of discrimination, violence and harassment. Sexual assault and violence are unacceptable and will not be tolerated.

Definitions

Sexual violence is defined as unwanted physical or psychological violence carried out through sexual means or by targeting sexuality.

Sexual harassment can be verbal, visual or physical; making an individual feel uncomfortable, frightened or threatened. It is prohibited by the Ontario Human Rights Code.

Sexual assault is a criminal offence under the Criminal Code of Canada. It is any type of unwanted sexual act done by one person to another.

Reporting Process

Prompt reporting of incidents or where there is reason to believe an incident may occur is important so that appropriate action can be taken. All reported incidents of sexual violence and harassment will be investigated to the best of our ability and in a manner that ensures due process. Taranis Training Ltd. will, without fee, appropriately accommodate the needs of students affected by sexual violence or harassment.

It is often difficult to disclose and report incidents. Although we strongly encourage you to do so, it is entirely up to you whether you choose to report the incident or not.

It is contrary to this Policy for anyone to retaliate, engage in reprisals or threaten to retaliate against an individual for pursuing their rights under this Policy or for participating or cooperating in an investigation. Such conduct will be subject to discipline.

The confidentiality of all persons involved must be strictly observed. Information will only be shared when necessary.

Contacts

- Taranis Training Ltd. Director 476-1747
- Sexual Abuse Centre Thunder Bay (24 Hour Crisis Line) 344-4502
- Thunder Bay Regional Health Science Centre (Sexual Assault Treatment Centre) 684-6751
- Emergency Medical Assistance 911
- Beendigen Crisis Line (Aboriginal) 346-4357 or 1-888-200-9997
- Catholic Family Development Centre 345-7323
- Faye Peterson House 345-4550
- Northwestern Ontario Women's Centre 345-7802
- Assaulted Women's Helpline 1-866-863-0511