



## **Sexual Harassment & Violence Involving Students Policy**

Effective January 1, 2017 (updated June 1, 2026)

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.

To report an incident of sexual violence at Taranis Training Ltd, please contact the Director by phone (807.476.1747) or email ([lhupka@taranis.ca](mailto:lhupka@taranis.ca)). The process of incident investigation will begin with an initial interview with the Director, followed by an internal investigation within the school. Outside authorities will be consulted as deemed appropriate based on this investigation. The affected student(s) will receive accommodation during this process. The findings and plan of action of the initial and any subsequent investigations will be shared with the student. Taranis Training will respond to any recommendations of the investigation(s) to resolve the incident and attempt to prevent any similar incidents in the future.

It is often difficult to disclose and report incidents. Although we strongly encourage students to do so, it is entirely up to the student whether they choose to report the incident or not. Students do not have to report/disclose the incident in order to receive the supports, services or accommodation as outlined in this policy. To receive accommodation for those affected by sexual violence, please contact the Director by phone (807.476.1747) or email ([lhupka@taranis.ca](mailto:lhupka@taranis.ca)).

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.

Students that are victims of sexual violence will have access to the following supports available at the school: A safe place to discuss the concerning incident, a safe place to complete the remaining program assessments, and an opportunity to complete their program on a modified schedule.

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 email: lhupka@taranis.ca
- 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