
Sexual Violence & Sexual Assault Policy

Body Pro Beauty & Aesthetics Academy

1. Purpose of the Policy

At **Body Pro Beauty & Aesthetics Academy**, we are committed to providing a safe, respectful, and supportive environment for all students, employees, contractors, volunteers, and visitors. Sexual violence in any form is unacceptable and will not be tolerated. This policy outlines the expectations and procedures for responding to sexual violence and harassment, ensuring that individuals who experience sexual violence are supported and believed, and that appropriate actions are taken to address incidents.

We are dedicated to preventing and addressing sexual violence by fostering an environment where individuals are treated with dignity and respect. The Academy recognizes the serious impact of sexual violence and harassment on the physical, emotional, and psychological well-being of individuals.

Our aim is to make **Body Pro Beauty & Aesthetics Academy** a place where members of our community can learn, work, and interact free from the fear of sexual violence. We strive to provide clarity, support, and resources for anyone affected by such experiences. This document will guide the responses to incidents of sexual violence and harassment and support individuals who experience or witness such acts.

2. Scope of the Policy

This policy applies to all members of the **Body Pro Beauty & Aesthetics Academy** community, including:

- All employees (faculty, staff, administration)
- Students
- Contractors
- Service providers
- Visitors
- Volunteers

This policy applies to all conduct occurring on **Body Pro Beauty & Aesthetics Academy** premises, as well as incidents that occur off-campus but affect members of the Academy community.

3. Definitions

- **Sexual Violence:** A broad term encompassing any type of unwanted sexual act or threat, which may include sexual assault, sexual harassment, or any other form of sexual abuse. It can involve physical or psychological harm carried out through sexual means or by targeting someone's sexuality.
- **Sexual Assault:** Any sexual act that is carried out without consent. It may involve any form of unwanted touching, groping, penetration, or other sexual acts that violate the victim's bodily integrity.
- **Harassment:** Any unwelcome sexual advances, comments, or actions that create a hostile, intimidating, or uncomfortable environment for the individual. This can include verbal, physical, or visual harassment.
- **Consent:** The voluntary, enthusiastic, and explicit agreement to participate in a specific sexual activity. Consent must be given clearly, and at every stage of sexual interaction. Key points about consent include:
 - Silence does not equal consent.
 - Consent must be given freely, without manipulation or coercion.
 - A person who is incapacitated due to sleep, alcohol, drugs, or any other form of impairment is unable to provide consent.
 - Previous consent does not imply future consent.
 - Consent can be withdrawn at any time during a sexual encounter.

Additional terms that may apply under this policy include: **coercion, stalking, sexual exploitation, intimate partner violence, and drug-facilitated sexual assault.**

4. Policy Statement

Body Pro Beauty & Aesthetics Academy does not tolerate any form of sexual violence or harassment, whether it occurs within the college environment or during off-campus events involving members of the Academy community. We are committed to fostering a culture of respect and care, ensuring that survivors of sexual violence are supported and their rights are upheld throughout the entire process.

Our primary goals are to:

1. Support individuals who have experienced sexual violence by providing resources, counselling, and accommodations.
2. Ensure individuals are believed and treated with dignity throughout the reporting, investigation, and resolution process.

3. Educate the Academy community to challenge harmful attitudes and myths about sexual violence.
 4. Create a safe environment where all members feel comfortable coming forward with their experiences without fear of retaliation or judgment.
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5. Reporting Sexual Violence

We encourage anyone who has experienced or witnessed an incident of sexual violence to report it promptly to the Academy. Reporting incidents allows us to take the necessary steps to ensure the safety of all members of the Academy community.

Reporting Procedures:

- **If you have experienced sexual violence:** Contact **Selena Daddetta, College Manager** at 905-790-0037, ext. #1, or **Donna Kalsey, Director** at 905-790-0037, ext. #1. They are your first point of contact for reporting incidents of sexual violence, receiving support, and discussing your options.
- **If you have witnessed an incident of sexual violence:** Report the incident immediately to **Selena Daddetta** or **Donna Kalsey**. As a member of the Academy community, you have a responsibility to help ensure the safety of others.
- **External Resources:**
 - **Peel Region: Hope 24/7 Sexual Assault Centre:** 1-800-810-0180
 - **Sexual Assault Support Services:** 1-877-377-7778
 - **Ontario Sexual Violence & Harassment Support:** www.vawhelp.ca

Note: Individuals are not required to make a formal report to the police in order to receive support or accommodations at the Academy.

6. Investigation and Response

Body Pro Beauty & Aesthetics Academy takes all reports of sexual violence seriously and will investigate all incidents with sensitivity, fairness, and respect for all involved. The College will ensure that all parties involved are treated with dignity and respect throughout the process.

1. **Investigation Process:**
 - All reports will be taken seriously, and the College will conduct a thorough investigation to determine what occurred.
 - Both the complainant and the respondent will be treated fairly and respectfully, and each will have the opportunity to provide relevant information.

- The Academy will take appropriate action based on the findings of the investigation, which may include disciplinary measures, accommodations, or further support.
 - Management or the Director of the college will appropriately accommodate the needs of the student affected by sexual violence and identify the specific official that should be contacted to obtain accommodations.
- 2. Confidentiality:**
- Confidentiality will be maintained as much as possible throughout the investigation. However, confidentiality may be breached in certain situations, such as when there is a risk of harm to an individual or to others within the Academy community.
 - Information will be shared on a “need-to-know” basis only, and every effort will be made to protect the identities of the individuals involved.
 - A student is not required to report an incident, or make a complaint about, sexual violence to obtain supports, services, or accommodations.
 - If a student, in good faith, reports an incident of sexual violence, they will not be subject to discipline or sanctions for violations of career college’s policies related to drug or alcohol use when the alleged sexual violence occurred.
 - During the investigation, a student will not be asked irrelevant questions related to sexual expression or past sexual history.
- 3. Protection from Retaliation:**
- The Academy strictly prohibits any retaliation or threats against individuals who report sexual violence or who participate in an investigation. Retaliatory behavior will be subject to disciplinary action.
- 4. Right to Withdraw a Complaint:**
- The complainant may choose to withdraw their complaint at any point during the process. However, the Academy may still need to take action to fulfill its legal obligations and ensure the safety of the community.
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7. Training and Education

Body Pro Beauty & Aesthetics Academy is committed to providing ongoing education and training for all members of the Academy community regarding sexual violence prevention and response. Training will include:

1. Awareness and prevention programs.
 2. Information on how to support individuals who disclose sexual violence.
 3. Training on responding to and reporting incidents of sexual violence.
 4. Educating all community members about the College’s sexual violence policy and the resources available.
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8. Accommodations and Supports

The Academy is committed to supporting individuals affected by sexual violence by offering a variety of accommodations and services:

1. **Academic Accommodations:**
 - Students who experience sexual violence may be entitled to accommodations, such as extensions on assignments, changes in class schedules, or withdrawal from courses without academic penalty.
 2. **Counseling and Support Services:**
 - Students and employees can access both on-campus and community-based counseling services.
 - Referral to external services for mental health and legal support will be available.
 3. **Other Support Services:**
 - The Academy will provide support in developing safety plans, changing academic schedules, or any other needs identified by the affected individual.
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9. Disciplinary Action

1. **Students:** Sexual violence is a serious violation of the Academy's Code of Conduct. Any student found responsible for sexual violence will face disciplinary action, up to and including expulsion.
 2. **Employees:** Employees found to have engaged in sexual violence will face disciplinary action in accordance with the Academy's policies, and may face termination of employment.
 3. **Other Community Members (e.g., contractors, visitors):** Any contractors, visitors, or volunteers found responsible for sexual violence will face sanctions, including removal from the Academy's premises, and termination of any contractual relationship with the Academy.
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10. External Resources and Support

In addition to internal supports, the following external resources are available to individuals who have experienced sexual violence:

- **Peel Region: Hope 24/7 Sexual Assault Centre:** 1-800-810-0180
- **Sexual Assault Support Services:** 1-877-377-7778
- **Ontario Sexual Violence & Harassment Support:** www.vawhelp.ca

Body Pro Beauty & Aesthetics Academy is committed to supporting our community through these difficult situations and ensuring that every individual has the resources and assistance they need to recover and succeed.

11. Review and Revision

This policy will be reviewed and updated regularly to ensure its relevance and effectiveness in addressing sexual violence and harassment within the **Body Pro Beauty & Aesthetics Academy** community. All members of the Academy community will be informed of any changes or updates to this policy.