



International Academy of Applied Health

Sexual Violence and Harassment

Sexual Violence & Harassment Policy

1. Policy Application

The International Academy of Applied Health community (IAAH) includes the International Academy of Massage, the International Academy of Natural Health Practitioners, and the International Academy of Traditional Chinese Medicine.

The Policy applies to all members of the International Academy of Applied Health community as defined, including students, staff, faculty, administrators, contract service providers, contractors, officers, directors and individuals who are directly connected to any of International Academy of Applied Health's initiatives, operations, volunteers and visitors.

2. The Scope

The Policy applies to complaints of sexual violence that have occurred at International Academy of Applied Health's facility or at an IAAH event or offsite activity and involves members of the IAAH community as defined in paragraph one, the Policy Application.

1. Purpose and Intent

All members of the IAAH community have a right to study and work in an environment free of sexual violence.

This document sets out IAAHs policy on sexual violence, defines the prohibited behaviours, and outlines the investigative processes for sexual violence.

2. Policy Objectives

International Academy Health Education is committed to providing members of its community an educational environment free from sexual violence and treating those individuals who report incidents of sexual violence with dignity and respect.

To that end International Academy Health Education will educate faculty, staff and students about this Policy and how to identify situations that involve, or could progress into sexual violence and how to reduce these forms of prohibited behaviours.

Where a complaint has been made of sexual violence, under this Policy the International Academy of Applied Health will take all reasonable steps to investigate it, including as follows:

- (a) responding promptly to any complaint and providing reasonable updates to the complainant and the respondent about the status of the investigation;
- (b) assisting those who have experienced sexual violence in obtaining counselling and medical care;
- (c) providing those who have experienced sexual violence with appropriate academic and other accommodation;
- (d) providing those who have experienced sexual violence with information about reporting options; and
- (e) providing on-campus investigation procedures for sexual violence complaints.

3. 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.

4. Reporting and Responding to Sexual Violence

All members of the International Academy Health Education community will take all reasonable steps to prevent sexual violence at the IAAH facility or at IAAH events and report immediately to the Dean or to the respective IAAH Program Director if they are subject to, witness or have knowledge of sexual violence, or have reason to believe that sexual violence has occurred or may occur.

Subject to section 7 below, to the extent it is possible, the Dean and respective IAAH Program Director 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 in the International Academy of Applied Health community are at risk.

IAAH recognizes the right of the complainant to determine whether her or his complaint will be dealt with by the police and/or internally by IAAH. However, in certain circumstances, International Academy of Applied Health 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 community is at risk.

A formal report of an incident of sexual violence is not necessary to access supports, services or accommodations.

5. Investigating Reports of Sexual Violence

A complaint of sexual violence may be filed under this Policy, by any member of the International Academy Health Education community, to the Dean or International Academy of Massage Program Director in writing. The complaint should be addressed to:

Dean	<i>or</i>	Program Director
International Academy of Applied Health		International Academy of Applied Health
Room # 1		Room # 1
380 Forest Street		380 Forest Street
Ottawa, ON K2B 8E6		Ottawa, ON K2B 8E6

Upon a complaint of alleged sexual violence being made, the Dean or respective International Academy of Applied Health Program Director will initiate an investigation, including as follows:

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

6. Disciplinary Measures

If it is determined by International Academy of Applied Health that a member of its community has been involved in sexual violence, or has been criminally charged with sexual violence or harassment, immediate disciplinary or corrective action will be taken, which may include termination of employment, contract, suspension or expulsion.

In cases where criminal proceedings are initiated, IAAH will assist police agencies, lawyers, insurance companies, and courts to the fullest extent.

Where criminal and/or civil proceedings are commenced in respect of allegations of sexual violence, IAAH may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures.

7. 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 or expulsion.

8. Reprisal

It is a violation of this Policy to retaliate or threaten to retaliate against a complainant, acting in good faith, who has brought forward a complaint of sexual violence, provided information related to a complaint, or, otherwise been involved in the complaint investigation process.

9. Review

This policy will be reviewed by December 2018 for necessary additions and amendments. It may also be revised from time to time based upon the final revisions to Bill132 and as policies may be issued by the Superintendent for the Ministry of Universities, Colleges and Private Career Colleges, PC Branch.

Resources

Appendix 1 lists provincial rape crisis centres which could be provided as resources.

Appendix 1

Canadian Association of Sexual Assault Centres in Ontario

English

Assaulted Women's Helpline

Toll Free: 1-866-863-0511

#SAFE (#7233) on Bell, Rogers, Fido or Telus mobile

TTY: 416-364-8762

www.awhl.org

Français

Fem'aide

Telephone toll-free: 1-877-336-2433

ATS: 1 866 860-7082

www.femaide.ca

Sexual Assault/Domestic Violence Treatment Centres

35 [hospital-based centres that provide](#) 24/7 emergency care to women. To locate the Sexual Assault/Domestic Violence Treatment Centre nearest you, follow [this link](#).

Local Alliston, Barrie, Collingwood, Midland and Orillia

Huronion Transition Homes operates La Maison Rosewood Shelter (Midland) & Athena's Sexual Assault
Counselling and Advocacy Centre

24 hour crisis line:

Barrie: 705-737-2008 or 1-800-987-0799

Midland: 705-526-4211 or 1-800-461-175

Office: 705-526-3221

www.huroniatransitionhomes.ca

Belleville

Sexual Assault Centre for Quinte and District

Toll-Free: 1-877-544-6424

Office: 613-967-6300

www.sacqd.com

Bracebridge

Muskoka/Parry Sound Sexual Assault Services

Parry Sound District Office

Office: (705) 774-9083 or 1-877-851-6662

www.daphnewymn.com

Muskoka District Office

Office: (705) 646-2122 or 1-877-406-1268

www.daphnewymn.com

Brantford

Sexual Assault Centre of Brantford

Crisis: 519-751-3471

Office: 519-751-1164

sexualassaultcentre@sacbrant.ca

<http://sacbrant.ca/>

Brockville

Assault Response & Care Centre

Office: (613) 345-3881 or 1-800-567-7415

arcc@bgh-on.ca

www.arc-c.ca

Chatham

Chatham-Kent Sexual Assault Crisis Centre

24 Hour Crisis Line: 519-354-8688

Office/TTY: 519-354-8908

<http://cksacc.org/>

Cornwall

Sexual Assault Support Services for Women

Office: 613-932-1755

<http://sassforwomen.ca/>

Iethinisten:ha Women's Shelter

Akwesasne Family Violence Program

24 Hour Crisis: 1-800-480-4208

Phone: 613-937-4322

www.akwesasne.ca/iethinistenha-women's-shelter

Durham Region

Durham Rape Crisis Centre

Crisis: 905-668-9200

Office: 905-444.9672

info@drcc.ca

www.drcc.ca

Eganville

Women's Sexual Assault Centre of Renfrew County

24 hour crisis: 1-800-663-3060

Office: 613-735-5551

www.wsac.ca

Guelph

Guelph-Wellington Women in Crisis

Crisis: 519-836-5710

1-800-265-7233

Office: 519-823-5806

www.gwwomenincrisis.org

Hamilton

Sexual Assault Centre (Hamilton and Area)

Crisis: (905) 525-4162

Office (905) 525-4573

TTY: 905-525-4592

www.sacha.ca

Kenora

Kenora Sexual Assault Centre

Crisis: (807) 468-7233 or 1-800-565-6161

Office: (807) 468-7958

www.kenoralsexualassaultcentre.com

Kingston

Sexual Assault Centre Kingston

Crisis: 613-544-6424 or 1-877-544-6424

Office: 613-545-0762

sack@sackington.com

www.sackington.com

Kitchener-Waterloo

Sexual Assault Support Centre of Waterloo Region

Crisis: 519.741.8633

Office: 519.571.0121

info@sascwr.org

www.kwsasc.org

London

Sexual Assault Centre London

Crisis: 519-438-2272

Office 519-439-0844

TTY: 519-439-0690

sacl@sacl.ca

www.sacl.ca

London Abused Women's Centre

Office: 519-432-2204

E-Mail: info@lawc.on.ca

<http://lawc.on.ca/>

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/>

Newmarket

Women's Support Network of York Region

Crisis: 1-800-263-6734 or 905-895-6734

Office: (905) 895-3646

www.womenssupportnetwork.ca

North Bay

Amelia Rising Women's Sexual Assault Centre of Nippising/centre d'agressions sexuelles de nippising

Crisis: 705-476-3355
Office: 705-840-2403
TTY: (705) 840-5877
info@ameliarising.ca
www.ameliarising.ca

Oakville
Sexual Assault & Violence Intervention Services of Halton
Crisis: 905-875-1555 or 1-877-268-8416
Office: 905-825-3622
www.savisofhalton.org

Orangeville
Family Transition Place
Crisis: 1-800-265-9178
Office: 519-942-4122
www.familytransitionplace.ca

Ottawa
Sexual Assault Support Centre
Crisis: 613-234-2266
Phone: 613-725-2160
TTY: 613-725-1657
info@sascottawa.com
<http://sascottawa.com>

Ottawa Rape Crisis Centre
Crisis: 613-562-2333
Office: 613-562-2334
<http://orcc.net/>

Peterborough & Kawarthas
Kawartha Sexual Assault Centre
Crisis: (705) 741- 0260 or 1-866-298-7778
Office/TTY: (705) 741-0260
www.kawarthasexualassaultcentre.com

YWCA Peterborough Haliburton
Crisis: 1-800-461-7656
Office: 705.743.3526 x 130
www.ywcapeterborough.org

Sault Ste Marie
Women in Crisis (Algoma) Inc.
Crisis: 705-759-1230 or 1-877-759-1230
www.womenincrisis.ca

Sarnia-Lambton
Sexual Assault Survivors Centre Sarnia-Lambton
Crisis: 519 337-3320 or 1-888-231-0536
Office: (519) 337-3154
www.sexualassaultsarnia.on.ca

Simcoe
Haldimand & Norfolk Women's Service
Crisis: 1-800-265-8076
TTY: 1-800-815-6419
Office: 519-426-8048
hnws@hnws.on.ca
www.hnws.on.ca

St. Catherines
Niagara Region Sexual Assault Centre
Crisis: (905) 682-4584
Office: (905) 682-7258
carsa@sexualassaultniagara.org
<http://sexualassaultniagara.org/>

Thunder Bay
Thunder Bay Sexual Assault and Sexual Abuse Crisis and Counselling Centre
Office: (807) 345-0894 or 1-866-311-5927
tbcounselling@tbsasa.org
www.tbsasa.org

Timmins
Timmins and Area Women in Crisis
Crisis: 1-877-268-8380 (sexual assault)
Crisis: 1-855-827-7233 (shelter)
Office: (705) 268-8381
info@tawc.ca
<http://www.tawc.ca/>

Toronto
Oasis Centre des Femmes

Téléphone : 416-591-6565

Courriel : services@oasisfemmes.org

<http://oasisfemmes.org/>

Toronto Rape Crisis Centre: Multicultural Women Against Rape

Crisis: 416-597-8808

Office: 416-597-1171

info@trccmwar.ca

crisis@trccmwar.ca

www.trccmwar.ca

Windsor

Sexual Assault Crisis Centre of Essex County

Crisis: 519-253-9667

www.saccwindsor.net

Woodstock

Domestic Abuse Services Oxford

Crisis: 519 539-4811 or 1-800-265-1938

info@daso.ca

www.daso.ca