



## **Sexual Violence Policy**

**Type:** Administrative

**Responsibility:** Controller and Administration Office

**Policy Update Effective Date:** February 10, 2026

**Next Review Date:** February 10, 2027

**This Policy applies to:** All members of the College community, including executives, governors, administrators, faculty, staff, students, contractors, service suppliers, individuals directly connected to any College initiatives, volunteers, and visitors.

### **1. Scope**

The Policy applies to incidents and complaints of sexual misconduct, sexual violence, or sexual harassment that have occurred on the Prime International College of Health Care and Technology campus or at a College-sponsored event and involve members of the College community.

### **2. Purpose and Intent**

All members of the Prime International College of Health Care and Technology community have the right to work and study in an environment that is free from any form of sexual violence. This document sets out our policy and response protocol to sexual violence and ensures that those who experience sexual violence are believed and their rights respected, that the College has a process of investigation that protects the rights of individuals, and holds individuals who have committed an act of sexual violence accountable.

### **3. Policy Availability and Training**

Prime International College of Health Care and Technology will post its Sexual Violence Policy on its website and include it in the student enrollment documents.

Policy and training on the process of responding and addressing incidents and complaints of sexual violence will be provided to all instructors and other employees of the College.

### **4. Definitions**

- **Complainant:** An individual who brings forward a complaint that alleges that an incident of sexual violence has taken place, pursuant to this Policy.
- **Complaint:** The sharing of information about an incident or pattern of incidents or behavior that is believed by the complainant to contravene this Policy, which information is shared for the purpose of initiating an investigation process under this policy that could result in corrective action.
- **Respondent:** An individual against whom a complaint has been made, pursuant to the Policy.
- **Sexual Assault:** A criminal offense under the Criminal Code of Canada, encompassing any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim, from unwanted touching to penetration.
- **Sexual Violence:** Means any sexual act or act targeting a person's sexuality, gender identity, or gender expression, whether physical or psychological in nature, committed, threatened, or attempted against a person without their consent, including sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.
- **Consent:** The voluntary agreement to engage in the sexual activity in question. It is the act of willingly agreeing to engage in specific sexual behavior, and requires that a person can choose between two options: yes and no, freely. This means that there must be an understandable exchange of affirmative words that indicate a willingness to participate in mutually agreed-upon sexual activity. It is also imperative that everyone understands the following:
  - Silence or non-communication must never be interpreted as consent, and a person in a state of diminished judgment cannot consent.
  - A person is incapable of giving consent if she/he is asleep, unconscious, or otherwise unable to communicate.
  - A person who has been threatened or coerced (i.e., is not agreeing voluntarily) into engaging in the sexual activity is not consenting to it.
  - A person who is drugged is unable to consent.
  - A person is usually unable to give consent when she/he is under the influence of alcohol and/or drugs.
  - A person may be unable to give consent if they have a mental disability preventing them from fully understanding the sexual acts.
  - The fact that consent was given in the past to a sexual or dating relationship does not mean that consent is deemed to exist for all future sexual activity.
  - A person can withdraw consent at any time during the course of a sexual encounter.
  - A person is incapable of giving consent to a person in a position of trust, power, or authority, such as a faculty member initiating a relationship with a student whom they teach, or an administrator in a relationship with anyone who reports to that position. Consent cannot be given on behalf of another person.

**For information purposes only, Consent as defined in the Criminal Code:**

- Consent: The voluntary agreement to engage in the sexual activity in question. No consent is obtained, where:

- The agreement is expressed by the words or conduct of a person other than the complainant;
  - The complainant is incapable of consenting to the activity;
  - The accused induces the complainant to engage in the activity by abusing a position of trust, power, or authority;
  - The complainant expresses, by words or conduct, a lack of agreement to engage in the activity; or
  - The complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity.
- **Acquaintance Sexual Assault:** Includes partner, friend, date, peer, colleague, or anyone already known to the person. Sexual gender-based violence is most often perpetrated by an acquaintance. The term “date rape” is interchangeable with “acquaintance sexual assault.”
  - **Age of Consent for Sexual Activity:** The age at which a person can legally consent to sexual activity. In Canada, children under 12 can never legally consent to sexual acts. Sixteen is the legal age of consent for sexual acts. There are variations in the age of consent for adolescents who are close in age between the ages of 12 and 16. Twelve and 13-year-olds can consent to have sex with other youth who are less than 2 years older than themselves. Youth who are 14 and 15 years old may consent to sexual involvement that is mutual with a person who is less than 5 years older. Youths 16 and 17 years old may legally consent to sexual acts with someone who is not in a position of trust or authority.
  - **Coercion:** In the context of sexual violence, coercion is unreasonable and persistent pressure for sexual activity. Coercion is the use of emotional manipulation, blackmail, threats to family or friends, or the promise of rewards or special treatment, to persuade someone to do something they do not wish to do, such as being sexual or performing particular sexual acts.
  - **Drug-Facilitated Sexual Assault:** The use of alcohol and/or drugs (prescription or non-prescription) by a perpetrator to control, overpower, or subdue a victim for purposes of sexual assault.
  - **Stalking:** A form of criminal harassment prohibited by the Criminal Code of Canada. It involves behaviors that occur on more than one occasion and which collectively instill fear in the victim or threaten the victim/target’s safety or mental health. Stalking can also include threats of harm to the target’s friends and/or family. These behaviors include but are not limited to non-consensual communications (face-to-face, phone, email, social media); threatening or obscene gestures; surveillance; sending unsolicited gifts; “creeping” via social media/cyber-stalking; and uttering threats.
  - **Survivor:** A survivor is anyone who has experienced sexual assault. Individuals might be more familiar with the term “victim.” We use the term survivor because having experienced sexual assault means you’ve survived something — not that you’ve been victimized by it.
  - **Sexual Harassment:** A broad range of actions not including assault as described in the Criminal Code, but it can include sexual assault (unwanted physical acts). Sexual harassment refers to one or a series of comments or behaviors related to gender, or of a sexual nature, that is known or ought to reasonably be known to be unwelcome, unwanted, offensive, intimidating, hostile, or inappropriate. Harassment and Bullying are both covered under Ontario’s Health and Safety Act. The definition of workplace harassment in the Ontario Health and Safety Act includes harassment prohibited

under the Ontario Human Rights Code, as well as what is often called psychological or personal harassment.

- **Gender-Based Harassment:** Gender-based harassment is one type of sexual harassment. It includes any behavior that polices and reinforces traditional heterosexual gender norms. In some cases, gender-based harassment may look the same as harassment based on sexual orientation, or homophobic bullying, and transphobia.
- **Gender-Based Violence:** Any form of behavior, including psychological, physical, and sexual behavior, based on an individual's gender, intended to control, humiliate, or harm the individual. This form of violence is generally directed at women and girls. It reflects an attitude or prejudice at the individual or institutional level that aims to subordinate an individual or group based on sex and/or gender identity.
- **Bystander:** For sexual violence prevention, a bystander is anyone who is neither a victim nor an offender, but who could potentially get involved to make a difference. It refers to anyone who is in a position to intervene before, during, or after the sexual act.
- **Cyberbullying and Harassment:** Often used interchangeably, cyber harassment and cyberbullying are defined as repeated, unsolicited, unwelcome behavior by a person or group using cell phone or Internet technology with the intent to bully, harass, and intimidate a victim. This harassment can take place in any electronic environment where communication with others is possible, such as on social networking sites, message boards, chat rooms, text messages, or email.
- **Member of the College Community:** Includes but is not limited to all employees, governors, students, contractors, suppliers of service, individuals directly connected to college initiatives, volunteers, and visitors.
- **Upstander:** For sexual violence prevention, an upstander is anyone who is neither a victim nor an offender but who gets involved to make a difference. It refers to anyone who intervenes before, during, or after the sexual act.

## 5. Policy Statement

Prime International College of Health Care and Technology has a zero tolerance for sexual assault and sexual violence in all its forms. The College is expected to be a safe and positive space where members of the College community feel able to work, learn, and express themselves in an environment free from sexual violence.

All reported incidents of sexual violence will be investigated to the best of the administration's ability and in a manner that ensures due process. No individual should feel uncomfortable about making a report in good faith about sexual violence that they have experienced or witnessed.

We recognize that sexual violence can occur between individuals regardless of sexual orientation, gender, or gender identity, as articulated in the Ontario Human Rights Code. We also recognize that individuals who have experienced sexual violence may experience emotional, academic, or other difficulties.

We are committed to:

- Assisting those who have experienced sexual violence by providing detailed information and support, including provision of and/or referral to counseling and medical care, and appropriate academic and other accommodations;
- Ensuring that those who disclose that they have been sexually assaulted are believed, and that their right to dignity and respect is protected throughout the process of disclosure, investigation, and institutional response;
- Treating individuals who disclose sexual violence with compassion, recognizing that they are the final decision-makers about their own best interests;
- Ensuring that on-campus (internal) investigation procedures are available in the case of sexual violence, even when the individual chooses not to make a report to the police;
- Engaging in appropriate procedures for investigation and adjudication of a complaint that are in accordance with College policies and standards, and that ensure fairness and due process;
- Ensuring coordination and communication among the various departments that are most likely to be involved in the response to sexual violence on campus;
- Engaging in public education and prevention activities;
- Providing information to the College community about sexual violence on campus;
- Providing appropriate education and training to the College community about responding to the disclosure of sexual violence;
- Contributing to the creation of a campus atmosphere in which sexual violence is not tolerated; and,
- Monitoring and updating our policies and protocols to ensure that they remain effective and in line with other existing policies and best practices.

## **6. Reporting and Responding to Sexual Violence**

Members of the College community should immediately report incidents where they are subject to, witness, or have knowledge of sexual violence, or have reason to believe that sexual violence has occurred or may occur.

Persons in a position of authority, including persons directing the activities of others, shall take immediate action to respond to or prevent sexual violence from occurring.

Where the College becomes aware of incidents of sexual violence by a member of the College community or against a member of the College community, which occur on or off College property and that pose a risk to the safety of members of the College community, the College shall take all reasonable steps to ensure the safety of the College community.

Students who report an incident of, or make a complaint about, sexual misconduct, sexual violence, or sexual harassment, in good faith, will not be subject to discipline or sanctions for violations of the College's policies relating to drug or alcohol use at the time the alleged sexual misconduct, sexual violence, or sexual harassment occurred.

Individuals who disclose their experience of sexual misconduct, sexual violence, or sexual harassment, through reporting an incident of, making a complaint about, or accessing supports and services for sexual misconduct, sexual violence, or sexual harassment, will not be asked irrelevant questions during the investigation process by the College's staff or

investigators, including irrelevant questions relating to the individual's sexual expression or past sexual history.

## **7. Complaint Process and Investigations**

A complaint of sexual assault or any other kind of sexual violence can be filed under this Policy by any member of the College community.

The College will seek to achieve procedural fairness in dealing with all complaints. As such, no sanction and/or disciplinary action will be taken against a person or group without their knowledge where there is an alleged breach of this Policy. It is intended that accused individuals be given reasonable notice, with full details of the allegations, and provided with an opportunity to answer to the allegations made against them.

Prime International College of Health Care and Technology's students, instructors, other employees, and contractors should report incidents of or complaints of sexual violence to the Campus Director, by email: [info@primeinternational.ca](mailto:info@primeinternational.ca) or phone: 647-499-1009.

Persons affected by sexual violence who would like to learn about/receive support services should also contact the Campus Director by email: [info@primeinternational.ca](mailto:info@primeinternational.ca) or phone: 647-499-1009, as well as check Appendix 2 for the list of support services centers available in Ontario.

### **7.1. Right to Withdraw a Complaint**

A complainant has the right to withdraw a complaint at any stage of the process. However, the College may continue to act on the issue identified in the complaint in order to comply with its obligation under this Policy and/or its legal obligations.

### **7.2. Not Reporting an Incident**

A complainant is not required to report an incident or make a complaint in order to obtain the support, services, and accommodations referred to in this policy. The complainant will notify the **Campus Director**, Phone: 647-499-1009, Email: [info@primeinternational.ca](mailto:info@primeinternational.ca)

### **7.3. Protection from Reprisals, Retaliation, or Threats:**

It is contrary to this Policy for anyone to retaliate, engage in reprisals, or threaten to retaliate against a complainant or other individual for:

- Having pursued rights under this Policy or the Ontario Human Rights Code;
- Having participated or cooperated in an investigation under this Policy or the Ontario Human Rights Code; or
- Having been associated with someone who has pursued rights under this Policy or the Ontario Human Rights Code.

Anyone engaged in such conduct may be subject to sanctions and/or discipline.

### **7.4. Unsubstantiated Complaints**

If a person, in good faith, discloses or files a sexual violence complaint that is not supported by evidence gathered during an investigation, that complaint will be dismissed, and no record of it will be placed in the complainant's or respondent's file. However, disclosures or complaints that are made to purposely annoy, embarrass, or harm the respondent are considered frivolous, vexatious, or made in bad faith, and may result in sanctions against the complainant and/or discipline.

## **8. Confidentiality**

Confidentiality is particularly important to those who have disclosed sexual violence. The confidentiality of all persons involved in a report of sexual violence must be strictly observed, and the College does its best to respect the confidentiality of all persons, including the complainant, respondent, and witnesses.

However, confidentiality cannot be assured in the following circumstances:

- An individual is at imminent risk of self-harm;
- An individual is at imminent risk of harming another, and/or
- There are reasonable grounds to believe that others in the College or wider community may be at risk of harm.

In such circumstances, information would only be shared with necessary services to prevent harm, and the name of the victim would not be released to the public.

Where the College becomes aware of an allegation of sexual violence by a member of the College community against another member of the College community, the College may also have an obligation to take steps to ensure that the matter is dealt with to comply with the College's legal obligation and/or its policies to investigate such allegations. In such cases, certain College administrators will be informed about the reported incident on a "need to know" and confidential basis, but not necessarily of the identities of the persons involved.

## **9. Sexual Violence Protocol**

### **9.1. If You Have Experienced Sexual Violence**

If you have experienced sexual violence, go to a safe place where you can find physical safety and support.

It is often difficult to disclose and report incidents of sexual violence. It is entirely up to you if you choose to report the incident; however, we strongly encourage you to do so by contacting your local police service and/or the following specialized resources. They will assist you by providing available support and resources, including how to access medical attention:

#### **Peel Region:**

- **Hope 24/7:** 1-800-810-0180, [hope247.ca](http://hope247.ca)
- **Peel Regional Police:** 905-453-3311 ext. 3460 or 911 for emergency assistance

If you are not within the Peel region but within Ontario, please contact the:

### **Assaulted Women's Helpline:**

- **Telephone toll-free:** 1-866-863-0511
- **Or dial #SAFE (#7233)** on your Bell, Rogers, Fido, or Telus mobile phone
- **TTY for individuals who are deaf and/or hard of hearing:** 1-866-863-7868
- **Website:** [www.awhl.org](http://www.awhl.org)

Individuals who have experienced sexual violence outside of these areas are encouraged to contact local authorities for assistance.

If you want to speak to someone directly, after having experienced sexual violence, and need support on campus during business hours, contact the Campus Director by email: [info@primeinternational.ca](mailto:info@primeinternational.ca) or phone: 647-499-1009

It is often difficult to disclose and report incidents of sexual violence. It is entirely up to you if you choose to report the incident; however, we strongly encourage you to do so.

Anyone who has experienced sexual violence has the right to:

- Be treated with dignity and respect,
- Be believed,
- Be informed about on- and off-campus services and resources,
- Decide whether or not to access available services and to choose those services they feel will be most beneficial.
- Decide whether to report to campus security and/or local police,
- Have an on-campus investigation with the institution's full cooperation,
- Have a safety plan, and
- Have reasonable and necessary actions taken to prevent further unwanted contact with the alleged perpetrator(s).

### **9.2. If You Would Like to File a Formal Complaint**

Prime International College of Health Care and Technology's Controller and Administration Office, listed above, can assist you with filing a complaint. If the alleged perpetrator is another member of the College community, you may file a complaint under this Policy.

Individuals who have experienced sexual violence may also wish to press charges under the Criminal Code. The Controller's Office can also assist you with contacting the local Police.

### **9.3. What to Do if You Witness Sexual Violence**

If you witness sexual violence, please contact Prime International College of Health Care and Technology's Controller and Administration Office at 647-499-1009, and we will assist you by providing all the resources and necessary support to report the incident. If you want to speak to someone directly, please go to the **Campus Director**.

If a member of faculty or staff of the College becomes aware of an allegation of sexual violence against another member of the College community, the faculty or staff member is

required to report the alleged incident to the Controller and the Administration Office immediately.

#### **9.4. What to Do if Someone Discloses Allegations of Sexual Violence**

A person may choose to confide in someone about an act of sexual violence, such as a student, instructor, Campus Director, or other staff member. An individual who has experienced sexual violence may also disclose to staff or faculty members when seeking support and/or academic accommodation. A supportive response involves:

- Listening without judgment and accepting the disclosure as true;
- Communicating that sexual violence is never the responsibility of the victim;
- Helping the individual identify and/or access available on- or off-campus services, including emergency medical care and counseling;
- Respecting the individual's right to choose the services they feel are most appropriate and to decide whether to report to the police or other authorities (see Appendix 2);
- Recognizing that disclosing can be traumatic and an individual's ability to recall the events may be limited;
- Respecting the individual's choices as to what and how much they disclose about their experience and making every effort to respect confidentiality and anonymity.

If disclosure is made to faculty or staff by a student seeking support or academic accommodation, the faculty or staff should refer the student to Prime International College of Health Care and Technology's Controller and Administration Office and work with them to ensure that the student receives all necessary academic and other accommodations.

As indicated above, if faculty or staff of the College becomes aware of an allegation of sexual violence against another member of the College community, the faculty or staff is required to report the alleged incident to the Controller and the Administration Office immediately.

#### **9.5. Communicating with Individuals who have Experienced Sexual Violence**

Sensitive and timely communication with individuals who have experienced sexual violence and their family members (only when an individual gives consent to this communication) is a central part of the College's first response to sexual violence. To facilitate communication, the College will:

- Ensure that designated staff members in the Controller and Administration Office who are knowledgeable about sexual violence are responsible for advocacy on campus on behalf of staff, students, or any other member of the College community who has experienced sexual violence;
- Ensure designated staff members respond in a prompt, compassionate, and personalized fashion;
- Ensure that the victim is provided with reasonable updates about the status of the College's investigation of the incident when such investigations are undertaken.

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 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 College's staff or investigators, including irrelevant questions relating to the student's sexual expression or past sexual history.

## **9.6. Roles and Responsibilities of the College Community**

While everyone on campus has a role to play in responding to incidents of sexual violence, some campus members will have specific responsibilities, which include:

- Faculty, staff, and administrators to facilitate academic accommodations and other academic needs of those who have experienced sexual violence;
- Human Resources to assist with any incidents relating to staff; and
- Staff to assist with investigations and gathering evidence, to implement measures to reduce sexual violence on campus, and to collaborate with local police where appropriate.

Information about these resources is available below.

## **9.7. How Will the College Respond to a Report of Sexual Violence?**

Where a complaint of sexual violence has been reported to the College, the College will exercise care to protect and respect the rights of both the complainant and the respondent. The College understands that individuals who have been the victims of sexual violence may wish to control whether and how their experience will be dealt with by the police and/or the College. In most circumstances, the person will retain this control. However, in certain circumstances, the College may be required to initiate an internal investigation and/or inform the police of the need for a criminal investigation, even without the person's consent, if the College believes that the safety of other members of the College community is at risk.

A report of sexual violence may also be referred to the police, or to other community resources at the complainant's request, where the persons involved are not members of the College community or in circumstances where the College is unable to initiate an internal investigation under this Policy.

## **9.7. How Will the College Respond to a Report of Sexual Violence?**

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A report of sexual violence may also be referred to the police, or to other community resources at the complainant's request, where the persons involved are not members of the College community or in circumstances where the College is unable to initiate an internal investigation under this Policy.

#### **9.8. Where the Respondent is a Student**

Sexual violence is a violation of Prime International College of Health Care and Technology's Sexual Assault and Sexual Violence Policy and Protocol. It is considered a serious offense and will be addressed in a manner consistent with other serious offenses.

#### **9.9. Where the Respondent is a Member of Faculty or Staff**

Sexual violence is a violation of Prime International College of Health Care and Technology's Workplace Violence Policy and Workplace Harassment Policy.

Allegations against faculty and staff will be addressed in accordance with the procedures set out in these Policies, and in any applicable collective agreement, and/or other College policies. If the complaint is sustained following an investigation, the College will decide on the appropriate disciplinary actions consistent with any applicable collective agreement and/or policies regarding discipline.

#### **9.10. Where the Respondent is not a Student, Faculty, or Staff**

Contractors, suppliers, volunteers, or visitors who attend on campus will be subject to complaints if they engage in prohibited conduct. Where a complaint against the respondent is substantiated, the College will take appropriate action.

All contractual relationships entered into by the College will be governed by a standard contract compliance clause stating that contractors must comply with this Policy and the Ontario Human Rights Code, including cooperating in investigations. Breach of the clause may result in penalties, cancellation, or other sanctions.

#### **9.11. Multiple Proceedings**

Where criminal and/or civil proceedings are commenced in respect of the allegations of sexual violence, the College shall conduct its own independent investigation into such allegations and will make its own determination in accordance with its policies and procedures. Where there is an ongoing criminal investigation, the College will cooperate with the local police.

#### **9.12. Actions to be Implemented**

Under this Sexual Violence Policy, any student of Prime International College of Health Care and Technology may file a report of an incident or a complaint to the College in writing and submit an email Campus Director, by email: [info@primeinternational.ca](mailto:info@primeinternational.ca) or phone: 647-499-1009 or a hard copy to Prime International College of Health Care and Technology, 212C-638A Sheppard Avenue West, Toronto, ON M3H 2S1, Attn: **Campus Director**

Upon receipt of a report of an incident or a complaint of alleged sexual violence being made, the College will respond promptly and:

- Determine whether the complaint falls within the scope and jurisdiction of the policy. If it does, the College will appoint an Investigator to investigate the complaint. The Investigator may be internal or external to the College. The external Investigator will have training or expertise in gender-based violence and sexual assault law.
- Determine whether the incident should be referred immediately to the police. In such cases or where civil proceedings are commenced in respect of allegations of sexual violence, the College may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures.
- Determine what interim measures need to be put in place pending the investigation process, such as seeking alternate methods of providing necessary course studies. Interim measures may be requested by a complainant or imposed by the College at any time following a formal complaint.

Once an investigation is initiated, the following will occur:

- The complainant and the respondent will be advised that they may ask another person to be present throughout the investigation.
- Interviewing the complainant to ensure a complete understanding of the allegation and gathering additional information that may not have been included in the written complaint, such as the date and time of the incident, the person involved, the names of any person who witnessed the incident, and a complete description of what occurred.
- Informing and interviewing the respondent of the complaint, providing details of the allegations, and allowing the respondent to respond to those allegations and to provide any witnesses the respondent feels are essential to the investigation.
- Interviewing any person involved or who has, or may have, knowledge of the incident and any identified witnesses.
- Providing reasonable updates to the complainant and the respondent about the status of the investigation.
- Following the investigation, the College's investigator will:
  - Review all of the evidence collected during the investigation.
  - Determine whether sexual violence occurred, and if so,
  - Determine what disciplinary action should be taken as set out in Section 10 below.

### **9.13. Disciplinary Measures**

If it is determined by the College that the respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:

- Disciplinary action up to and including termination of employment of instructors or staff; or
- Expulsion of a student; and/or
- The placement of certain restrictions on the respondent's ability to access certain premises or facilities; and/or
- Any other actions that may be appropriate in the circumstances.

### **9.14. Appeal**

Should the complainant or the respondent not agree with the decision resulting from the investigation, they may appeal the decision to the Campus Director within 5 days by submitting a letter addressed to:

**Prime International College of Health Care and Technology**

212C-638A Sheppard Avenue West, Toronto, ON M3H 2S1

Attn: **Campus Director**

Advising of the person's intent to appeal the decision.

### **9.15. Making False Statements**

It is a violation of this Sexual Violence Policy for anyone to knowingly make a false complaint of sexual violence or to provide false information about a complaint.

### **9.16. Reprisal**

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

### **9.17. Review**

Prime International College of Health Care and Technology shall ensure that student input is considered in the development of its Sexual Violence Policy and every time it is reviewed or amended.

Prime International College of Health Care and Technology shall review its Sexual Violence Policy and amend it where appropriate.

**Reviewed February 10, 2026.**

## **APPENDIX 1: Other Resources**

### **Use of the Term "Rape" in the Context of Sexual Violence**

This policy refers to the offence of sexual assault to align with the current offence contained in the Criminal Code. The word "rape" is no longer used in criminal statutes in Canada. The term was replaced many years ago to acknowledge that sexual violence is not about sex but is about acts of psychological and physical violence. The term "sexual assault" provides a much broader definition and criminalizes unwanted behaviour such as touching and kissing, as well as unwanted oral sex and vaginal and anal intercourse. Although the term no longer has a legal meaning in Canada, the term rape is still commonly used.

## **DISPELLING THE MYTHS AND MISCONCEPTIONS ABOUT SEXUAL ASSAULT**

Myth	Fact
<p>It wasn't rape, so it wasn't sexual violence.</p>	<p>As outlined above, sexual assault and sexual violence encompass a broad range of unwanted touching. Any unwanted sexual contact is considered to be sexual violence. A survivor can be severely affected by all forms of sexual violence, including unwanted fondling, rubbing, kissing, or other sexual acts. Many forms of sexual violence involve no physical contact, such as stalking or distributing intimate visual recordings. All of these acts are serious and can be damaging.</p>
<p>Sexual assault can't happen to me or anyone I know.</p>	<p>Sexual assault can and does happen to anyone. People of all socioeconomic and ethnic backgrounds are victims of sexual assault. Young women, Aboriginal women, and women with disabilities are at greater risk of experiencing sexual assault.</p>
<p>Sexual assault is most often committed by strangers.</p>	<p>Someone known to the victim, including acquaintances, dating partners, and common-law or married partners, commits approximately 82 per cent of sexual assaults</p>
<p>Sexual assault is most likely to happen outside in dark,</p>	<p>The majority of sexual assaults happen in private spaces, such as a residence or private home.</p>

<p><b>dangerous places.</b></p>	
<p><b>If an individual doesn't report to the police, it wasn't sexual assault.</b></p>	<p><b>Just because a victim doesn't report the assault doesn't mean it didn't happen. Fewer than one in ten victims report the crime to the police.</b></p>
<p><b>It's not a big deal to have sex with someone while he/she is drunk, stoned, or passed out.</b></p>	<p><b>If a person is unconscious or incapable of consenting due to the use of alcohol or drugs, he/she cannot legally give consent. Without consent, it is sexual assault.</b></p>
<p><b>If the person chose to drink or use drugs, then it isn't considered sexual assault.</b></p>	<p><b>This is a prominent misconception about sexual assault. No one can consent while drunk. Some people drink to lose their inhibitions. If you're going to be drinking with a sweetheart and maybe hooking up later while drunk, discuss boundaries ahead of time, but know that consent can't truly be given in advance.</b></p>
<p><b>If the victim didn't scream or fight back, it probably wasn't sexual assault.</b></p>	<p><b>When an individual is sexually assaulted, he/she may become paralyzed with fear and be unable to fight back. The person may be fearful that if he/she struggles, the perpetrator will become more violent. If the person is under the influence of alcohol or drugs, he/she may be incapacitated or unable to resist.</b></p>

<p><b>If you didn't say no, it must be your fault.</b></p>	<p><b>People who commit sexual assault/abuse are trying to gain power and control over their victims. They want to make it extremely difficult, if not impossible, for their victim to say no. A person does not need to actually say the word "no" to make it clear that he/she did not want to participate.</b></p>
<p><b>If a woman isn't crying or visibly upset, it probably wasn't a serious sexual assault.</b></p>	<p><b>Every woman responds to the trauma of sexual assault differently. She may cry, or she may be calm. She may be silent or very angry. Her behaviour is not an indicator of her experience. It is important not to judge a woman by how she responds to the assault.</b></p>
<p><b>If someone does not have obvious physical injuries, like cuts or bruises, he/she probably were not sexually assaulted.</b></p>	<p><b>Lack of physical injury does not mean that a person wasn't sexually assaulted. An offender may use threats, weapons, or other coercive actions that do not leave physical marks. The person may have been unconscious or been otherwise incapacitated</b></p>
<p><b>If it really happened, the victim would be able to easily recount all the facts in the proper order.</b></p>	<p><b>Shock, fear, embarrassment, and distress can all impair memory. Many survivors attempt to minimize or forget the details of the assault as a way of coping with trauma. Memory loss is common when alcohol and/or drugs are involved.</b></p>

<p><b>Individuals lie and make up stories about being sexually assaulted, and most reports of sexual assault turn out to be false.</b></p>	<p><b>According to Statistics Canada, fewer than one in 10 sexual assault victims report the crime to the police. Less than 2% of sexual assault reports are false, the same false reporting rate as for all other major crimes. The number of false reports for sexual assault is very low, consistent with the number of false reports for other crimes in Canada. Sexual assault carries such a stigma that many people prefer not to report it</b></p>
<p><b>Persons with disabilities don't get sexually assaulted.</b></p>	<p><b>Individuals with disabilities are at a high risk of experiencing sexual violence or assault. Those who live with activity limitations are over two times more likely to be victims of sexual assault than those who are able-bodied</b></p>
<p><b>A spouse or significant other cannot sexually assault their partner.</b></p>	<p><b>Sexual assault can occur in a married or other intimate partner relationship. The truth is, sexual assault occurs ANY TIME there is no consent for sexual activity of any kind. Being in a relationship does not exclude the possibility of or justify sexual assault. A person has the right to say "no" at ANY point.</b></p>
<p><b>People who are sexually assaulted "ask for it" by their provocative behaviour or dress.</b></p>	<p><b>This statement couldn't be more hurtful or wrong. Nobody deserves to be sexually assaulted. Someone has deliberately chosen to be violent toward someone else; to not get consent. Nobody asks to be assaulted. Ever. No mode of dress, no amount of alcohol or drugs ingested, no matter what the relationship is between the survivor and the perpetrator or what the survivor's occupation is, sexual assault is always wrong</b></p>

<p><b>Sexual assault only happens to women.</b></p>	<p><b>Not true. The majority of sexual assaults are committed against women by men, but people of all genders, from all backgrounds, have been/can be assaulted</b></p>
<p><b>Sexual abuse of males is rare.</b></p>	<p><b>Estimates show that 1 in 8 men will experience some form of sexual violence during their lifetime. Sexual assault/abuse occurs in every economic, ethnic, age, and social group.</b></p>
<p><b>If you got aroused, got an erection, or ejaculated, you must have enjoyed it.</b></p>	<p><b>It is normal for your body to react to physical stimulation. Just because you became physically aroused does not mean that you liked it or wanted it or consented in any way. If you experienced some physical pleasure, this does not take away the fact that sexual abuse happened or the effects or feelings of abuse.</b></p>

## **APPENDIX 2, Sexual Assault Centres (Ontario)**

<p><b><u>Region in Ontario Sexual Assault Centre 24-hr Crisis Line Office Phone</u></b></p>	
<p><b>Algoma (Sault Ste. Marie)</b></p>	<p><b>Women In Crisis Algoma 1-877-759-1230 705-759-1230</b></p>
<p><b>Belleville-Quinte</b></p>	<p><b>Sexual Assault Centre for Quinte &amp; District 1-877-544-6424 613-967-6300</b></p>

<b>Brant</b>	<b>Sexual Assault Centre of Brant 519-751-3471 519-751-1164</b>
<b>Bruce County</b>	<b>Women's House Serving Bruce and Grey: Sexual Assault Services  1-866-578-5566 519-372-1113</b>
<b>Chatham-Kent</b>	<b>Chatham-Kent Sexual Assault Crisis Centre  519-354-8688 519-354-8908</b>
<b>Cornwall</b>	<b>Sexual Assault Support Services for Women, Cornwall</b>

<b>Region / Language</b>	<b>Phone</b>	<b>Phon e</b>	<b>Phone</b>
<b>Cornwall – English</b>	<b>613-93 2-1603</b>	<b>613-9 32-17 55</b>	<b>–</b>
<b>Cornwall – French</b>	<b>613-93 2-1705</b>	<b>–</b>	<b>–</b>

<b>East Algoma (Elliot Lake) Counselling Centre of East Algoma</b>	<b>1-800- 721-00 77</b>	<b>705- 848- 2585</b>	<b>-</b>
<b>Guelph-Wellington Guelph-Wellington Women in Crisis</b>	<b>519-83 6-5710</b>	<b>519-8 36-111 0</b>	<b>1-800-265-7233</b>
<b>Halton (Oakville) Sexual Assault &amp; Violence Intervention Services of Halton</b>	<b>905-8 75-155 5</b>	<b>905- 825-3 622</b>	<b>-</b>
<b>Hamilton Sexual Assault Centre Hamilton &amp; Area (SACHA)</b>	<b>905-5 25-416 2</b>	<b>905- 525-4 573</b>	<b>-</b>
<b>Kawartha (Peterborough &amp; Area) Kawartha Sexual Assault Centre</b>	<b>705-7 41-026 0</b>	<b>705- 748- 5901</b>	<b>1-800-663-306 0 / 613-735 - 5551</b>

<b><u>Region in Ontario</u></b>	<b><u>Sexual Assault Centre 24-hr Crisis Line</u></b>	<b><u>Office Phone</u></b>
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<b>Kenora</b>	<b>Kenora Sexual Assault Centre</b> <b>807-468-7233</b>  <b>1-800-565-6161</b>	<b>807-468-7958</b>
<b>Kingston</b>	<b>Sexual Assault Centre Kingston</b> <b>613-544-6424</b>  <b>1-877-544-6424</b>	<b>613-545-0762</b>
<b>Waterloo</b>	<b>Sexual Assault Support Centre of Waterloo Region</b>	
	<b>519-741-8633</b>	<b>519-571-0121</b>
<b>London-Middlesex</b>	<b>Sexual Assault Centre London</b> <b>519-438-2272</b>  <b>1-877-529-2272</b>	<b>519-439-0844</b>
<b>Muskoka</b>	<b>Athena's Sexual Assault Counselling &amp; Advocacy Centre</b>	
	<b>705-737-2008</b>  <b>1-800-987-0799</b>	<b>705-737-2884</b>

<b>Niagara</b>	<b>Niagara Region Sexual Assault Centre 905-682-4584</b>	<b>905-682-7258</b>
<b>Nipissing</b>	<b>Amelia Rising Sexual Assault Centre of Nipissing</b>	<b>705-476-3355 705-840-2403</b>
<b>Oshawa-Durham</b>	<b>Oshawa-Durham Rape Crisis Centre</b>	<b>905-668-9200 905-444-9672</b>
<b>Ottawa SASC</b>	<b>Sexual Assault Support Centre of Ottawa</b>	<b>613-234-2266 613-725-2160</b>
<b>Ottawa RCC</b>	<b>Ottawa Rape Crisis Centre</b>	<b>613-562-2333 613-562-2334</b>
<b>Peel</b>	<b>Hope 24/7: Sexual Assault Centre of Peel</b>	<b>1-800-810-0180 905-792-0821</b>
<b>Renfrew</b>	<b>Women's Sexual Assault Centre of Renfrew County</b>	<b>1-800-663-3060 613-735 – 5551</b>

<b><u>Region in Ontario</u></b>	<b><u>Sexual Assault Centre 24-hr Crisis Line Office Phone</u></b>
<b>Sarnia-Lambton</b>	<b>Sexual Assault Survivors' Centre Sarnia Lambton</b> <b>519-337-3320</b> <b>519-337-3154</b>
<b>Sudbury</b>	<b>Voices for Women Sudbury 705-523-7100 ext. 2647</b>
<b>Thunder Bay</b>	<b>Thunder Bay Sexual Abuse &amp; Sexual Assault Counselling &amp; Crisis Centre</b> <b>807-344-4502</b> <b>807-345-0894</b>
<b>Timmins</b>	<b>Timmins and Area Women in Crisis</b> <b>1-877-268-8380</b> <b>705-268-8381</b>
<b>Toronto</b>	<b>Multicultural Women Against Rape/Toronto Rape Crisis Centre</b> <b>416 597-8808</b> <b>416-597-1171</b>
<b>Windsor-Essex</b>	<b>Sexual Assault Crisis Centre of Essex County</b> <b>519-253-9667</b> <b>519-253-3100</b>

<b>York</b>	<b>Women's Support Network of York Region</b>  <b>1-800-263-6734</b> <b>905-895-7313</b> <b>905-895-3646</b>
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