

## **La Luma Academy's Sexual Violence Policy**

La Luma Academy is committed to a campus life full of learning, practicing, self reflection and growth. La Luma Academy is committed to creating a campus free of sexual violence and harassment.

In support of this commitment, *La Luma Academy's Sexual Violence Policy* will include education, standards, an easy reporting system and on going contributions from its students, so that, our students can actively participate in keeping sexual violence out of the academy, their future workplace, and their community.

La Luma Academy's Sexual Violence Policy is included with all student enrollment contracts and will undergo review and (as needed) revision, taking student input into account, at minimum once every three (3) years. Training on this policy is provided to all owners, directors, managers, staff and students of the Academy.

### **What is Sexual Violence?**

Sexual violence is any sexual act or attempt to obtain any sexual act by violence or force. This includes any act of sexual harassment or sexual assault, such as:

- (a) sexual assault which is any type of an unwanted sex act done by one person to another, without that person's consent, that violates the sexual integrity of an individual ranging from unwanted touching to penetration;
- (b) any violence, physical or psychological, carried out through sexual means or by targeting sexuality, including sexual abuse; and
- (c) criminal harassment (including stalking and cyber bullying).

**1 in 3 women are affected by sexual violence. 1 in 6 men are affected by sexual violence.**

### **What is Sexual Harassment?**

Sexual harassment is any comments or conduct against another person, because of the sex, sexual orientation, gender identity or gender expression where the course of comment or conduct is know or ought to be reasonably known as unwelcome, such as:

- (a) Any course of vexatious comment or conduct of a sexual nature that is known or ought reasonably to have been known to be unwelcome, including:
- (b) offensive jokes or comments of a sexual nature;
- (c) displaying of pornographic or sexist pictures or materials, including online;

- (d) suggestive or offensive remarks;
- (e) unwelcome language related to gender;
- (f) remarks, jokes, innuendoes, propositions, or taunting about a person's body, attire, sex or sexual orientation;
- (g) leering or inappropriate staring ;
- (h) bragging about sexual prowess;
- (i) physical contact such as touching, patting, or pinching, with an underlying sexual connotation; and
- (j) sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome.

### **What is Consent?**

Consent is a voluntary agreement to engage in sexual activity. In other words, you must actively and willingly give consent to sexual activity

- any type of sexual activity with out consent is sexual assault (and sexual violence)
- consent should never be assumed or implied
- consent cannot be given if you are impaired by alcohol or drugs, or unconscious
- consent can be withdrawn at any time
- consent cannot be given to a person in a position of trust, power or authority

### **La Luma Academy's Commitment**

La Luma Academy does not condone sexual violence or harassment from any student, staff, client, or visitor. Anyone participating in any sexual violence, including sexual harassment or assault, will be held accountable for their actions and an investigation will begin.

La Luma Academy commits that any student making a report or complaint about Sexual Violence will not be subject to discipline measures or sanctions.

La Luma Academy commits that any student who discloses their experience of sexual violence when reporting an incident, making a complaint or accessing supports and services for sexual violence, will not be asked irrelevant questions (including questions that relate to the student's sexual experience or past sexual history) during the investigation process by La Luma Academy.

### **How to Report Sexual Violence:**

Anyone who feels they have experienced sexual violence at La Luma Academy should speak to the Director or a staff person immediately. This person will support you to put your complaint of alleged sexual violence in writing.

Upon receiving an alleged sexual violence or harassment complaint, La Luma Academy and the Director will initiate an investigation, which includes the following:

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

## **Accommodations for Complainants:**

In the case of a reported infraction against La Luma Academy's Sexual Violence policy, the complainant will be offered reasonable accommodations in regards to their learning environment, class schedule, and expectations, at no cost to them.

## **Disciplinary Measures:**

If it is determined by La Luma Academy that an act of sexual violence or sexual harassment took place, immediate disciplinary or corrective action will be taken up to and including termination of employment or expulsion of a student.

In cases where criminal proceedings are initiated, La Luma Academy 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 or sexual harassment, La Luma Academy may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures.

La Luma Academy does not condone sexual violence, from any student, staff, client, or visitor. Anyone participating in any sexual violence, including sexual harassment or assault, will be held accountable for their actions.

**La Luma Academy is required to report the following to the PCC Superintendent:**

- The number of times supports, services, and accommodations relating to sexual violence are requested or obtained by students.
- Any initiatives and programs to promote awareness of supports and services available to students.
- The number of incidents and complaints of sexual violence reported by students.
- The implementation and effectiveness of its sexual violence policy.

La Luma Academy will not give the PCC Superintendent any personal information when reporting acts of sexual violence, and will align with the *Freedom of Information and Protection of Privacy Act*

**What can YOU do to Help?**

Be an ally to the cause. Never blame the survivor. Always document and report.

- Listen to anyone who tells you they've been sexually assaulted and guide them to their local Sexual Assault Centre. (see below)
- Educate your friends about consent and healthy relationships.
- Uphold La Luma Academy's Sexual Violence Policy, and bring it with you to your workplace and into your community.

**Local Resources:**

**Guelph-Wellington Women in Crisis** - A feminist community-based organization providing services to women and their children on domestic violence, sexual violence and human trafficking. Services are equitable for all individuals while being responsive to issues of race, gender, religion, age, sexual orientation, socio-economic status and/or abilities.

- 38 Elizabeth St. Guelph, ON, N1E 2X2
- 24 Hour Crisis Line - 1-800-265-7233
- [www.gwwomenincrisis.org](http://www.gwwomenincrisis.org)

**Guelph Wellington Care and Treatment Centre for Sexual Assault and Domestic Violence** - Guelph General Hospital is the designated sexual assault centre for the region. This crisis service is for people who have experienced sexual assault and/or domestic violence.

- 115 Delhi St. Guelph, ON, N1E 4J4
- Phone Number - 519-837-6440 Ext 2728
- After Hours - 519-837-6440 Ext 2210
- [www.gghorg.ca](http://www.gghorg.ca)