

2224346 Ontario Inc. o/a
First Canadian Truck-Forklift Training Centre
11-7050 Telford Way, Mississauga, ON L5S 1V7

Career College Sexual Violence Policy (June 2020)

1. Sexual Violence Policy

- (a) First Canadian Truck-Forklift Training Centre is committed to providing its students with an educational environment free from sexual violence and treating its students who report incidents of sexual violence with dignity and respect.
- (b) First Canadian Truck-Forklift Training Centre has adopted this Sexual Violence Policy, which defines sexual violence and outlines its training, reporting, investigative and disciplinary responses to complaints of sexual violence made by its students that have occurred on its campus, or at one of its events and involve its students.
- (c) The person accused of engaging in sexual violence will be referred to as the “Respondent” and the person making the allegation as the “Complainant”.

2. Definition of Sexual Violence

Sexual violence 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.

3. Training, Reporting and Responding to Sexual Violence

- (a) First Canadian Truck-Forklift Training Centre will include a copy of the Sexual Violence Policy in every contract made between it and its students, and provide a copy of the Sexual Violence Policy to career college management (corporate directors, controlling shareholders, owners, partners, other persons who manage or direct the career college’s affairs, and their agents), instructors, staff, other employees and contractors and train them about the policy and its processes of reporting, investigating and responding to complaints of sexual violence involving its students. *Any company participating in offering student internships on their premises must provide an undertaking in writing that it is in compliance with all applicable legislation, including the Ontario Human Rights Code and the Occupational Health and Safety Act and will provide students access to those policies should they encounter issues relating to sexual violence in the workplace.
- (b) The Sexual Violence Policy shall be published on its website (or where the Career College does not have a website in a conspicuous location on each of its campuses). Career college management, instructors, staff, other employees and contractors of First Canadian Truck-Forklift Training Centre will report incidents of or complaints of sexual violence to Palvinder Grovera at First Canadian Truck-Forklift Training Centre (905-672-7889) upon becoming aware of them.
- (c) Students who have been affected by sexual violence or who need information about support services should contact Palvinder Grovera at First Canadian Truck-Forklift Training Centre (905-672-7889).
- (d) Subject to Section 4 below, to the extent it is possible, First Canadian Truck-Forklift Training Centre will attempt to keep all personal information of persons involved in the investigation confidential except in those circumstances where it believes an individual is at imminent risk of self-harm, or of harming another, or there are reasonable grounds to believe that others on its campus or the broader community are at risk. This will be done by:
 - (i) ensuring that all complaints/reports and information gathered as a result of the complaint/reports will be only available to those who need to know for purposes of investigation, implementing safety measures and other circumstances that arise from any

- given case; and
 - (ii) ensuring that the documentation is kept in a separate file from that of the Complainant/Student or the Respondent.
- (e) First Canadian Truck-Forklift Training Centre recognizes the right of the Complainant not to report an incident or make a complaint about sexual violence or not request an investigation and not to participate in any investigation that may occur.
- (f) Notwithstanding (f) above, in certain circumstances, First Canadian Truck-Forklift Training Centre 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 campus or the broader community is at risk.
- (g) In all cases, including (f) above, First Canadian Truck-Forklift Training Centre will appropriately accommodate the needs of its students who are affected by sexual violence. Students seeking accommodation should contact Palvinder Grovera at 905-672-7889.
- (h) In this regard, First Canadian Truck-Forklift Training Centre will assist students who have experienced sexual violence in obtaining counselling and medical care, and provide them with information about sexual violence supports and services available in the community as set out in Appendix 1 attached hereto. Students are not required to file a formal complaint in order to access supports and services.

4. Investigating Reports of Sexual Violence

- (a) Under this Sexual Violence Policy, any student of First Canadian Truck-Forklift Training Centre may file a report of an incident or a complaint to Palvinder Grovera in writing.
- (b) Upon receipt to fare port of an incident or a complaint of alleged sexual violence being made, Palvinder Grovera will respond promptly and determine whether an investigation should proceed and if the Complainant wishes to participate in an investigation;
 - (i) Determine who should conduct the investigation having regard to the seriousness of the allegation and the parties involved;
 - (ii) 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, First Canadian Truck-Forklift Training Centre may conduct its own independent investigation and make its own determination in accordance with its own policies and procedures; and
 - (iii) determine what interim measures ought to be put in place pending the investigation process such as removal of the Respondent or seeking alternate methods of providing necessary course studies.
- (c) Once an investigation is initiated, the following will occur:
 - (i) The Complainant and the Respondent will be advised that they may ask another person to be present throughout the investigation;
 - (ii) 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 persons involved, the names of any person who witnessed the incident and a complete description of what occurred;
 - (iii) informing and interviewing the Respondent of the complaint, providing details of the allegations and giving the Respondent an opportunity to respond to those allegations and to provide any witnesses the Respondent feels are essential to the investigation;
 - (iv) interviewing any person involved or who has, or may have, knowledge of the incident and any identified witnesses;
 - (v) providing reasonable updates to the Complainant and the Respondent about the status of the investigation; and
 - (vi) following the investigation, Palvinder Grovera will:
 - (A) review all of the evidence collected during the investigation;
 - (B) determine whether sexual violence occurred; and if so
 - (C) determine what disciplinary action, if any, should be taken as set out in Section 5 below.

5. Disciplinary Measures

If it is determined by First Canadian Truck-Forklift Training Centre that the Respondent did engage in sexual violence, immediate disciplinary or corrective action will be taken. This may include:

- (a) disciplinary action up to and including termination of employment of instructors or staff; or
- (b) expulsion of a student; and /or
- (c) the placement of certain restrictions on the Respondent's ability to access certain premises or facilities; and/or
- (d) any other actions that may be appropriate in the circumstances.

6. Appeal

Should the Complainant or the Respondent not agree with the decision resulting from the investigation, he or she may appeal the decision to Dr. Kanwarjeet Kaur within 10 days by submitting a letter addressed to Dr. Kanwarjeet Kaur at First Canadian Truck-Forklift Training Centre, 11-7050 Telford Way, Mississauga, ON L5S 1V7 or by email to Kanwarjeet.kaur@firstcan.ca advising of the person's intent to appeal the decision.

7. Making False Statements

- (a) 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.
- (b) Individuals who violate this Sexual Violence Policy are subject to disciplinary and/or corrective action up to and including termination of employment of instructors or staff or expulsion of a student.

8. Reprisal

- (a) 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.
- (b) Individuals who violate the Sexual Violence Policy are subject to disciplinary and/or corrective action, up to and including termination of employment of instructors or staff or expulsion of a student.

9. Review

- (a) First Canadian Truck-Forklift Training Centre shall ensure that student input is considered in the development of its Sexual Violence Policy and every time it is reviewed or amended.
- (b) First Canadian Truck-Forklift Training Centre shall review its Sexual Violence Policy 3 years after it is first implemented and amend it where appropriate. The review date will be June 30, 2020.

10. Collection of Student Data

First Canadian Truck-Forklift Training Centre shall collect and be prepared to provide upon request by the Superintendent of Private Career Colleges such data and information as required according to Sub sections 32.3 (8), (9) and (10) of Schedule 5 of the Private Career Colleges Act, 2005 as amended.

Appendix 1

The following represents a list of Provincial Rape Crisis Centers that could be provided as resources:

Canadian Association of Sexual Assault Centers, Ontario Provincial

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 Centers

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

Alliston, Barrie, Collingwood, Midland and Orillia

Huronian Transition Homes operates La-Maison Rosewood Shelter (Midland) & Athena's Sexual Assault Counseling 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.huroniatrtransitionhomes.ca

Belleville

Sexual Assault Centre for Quinte and District

Toll-Free: 1-877-544-6424

Office: 613-967-6300

www.sacqd.com

Brace bridge

Muskoka / Parry Sound Sexual Assault Services

Parry Sound District Office:

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

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

AssaultResponse&Care Centre
Office:(613)345-3881 or1-800-567-7415
arcc@bgh-on.ca
www.arc-c.ca

Chatham

Chatham-Kent Sexual Assault Crisis Centre
24-HourCrisisLine: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 Ak
wasasne Family Violence Program
24-HourCrisis:1-800-480-4208
Phone:613-937-4322
www.akwasasne.ca/iethinistenha-women's-shelter

DurhamRegion

DurhamRape CrisisCentre
Crisis:905-668-9200
Office:905-444.9672
info@drcc.ca
www.drcc.ca

Egan ville

Women's Sexual Assault Centre of Renfrew County
24-HourCrisis: 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 AssaultCentre (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)468-7233or1-800-565-6161
Office:(807)468-7958
www.kenoralsexualassaultcentre.com

Kingston

Sexual Assault Centre Kingston
Crisis:613-544-6424or1-877-544-6424
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/>

New market

Women's Support Network of York
Region Crisis: 1-800-263-6734 or905-895-6734
Office:(905)895-3646
www.womenssupportnetwork.ca

North Bay

Amelia Rising Women's Sexual Assault Centre of Nipissing/centred'aggressions sexuel lesde Nipissing
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: 905-875-1555or1-877-268-8416
Office:905-825-3622
www.savisofhalton.org

Orangeville

FamilyTransitionPlace

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 CrisisCentre

Crisis:613-562-2333

Office:613-562-2334

<http://orcc.net/>

Peterborough & Kawarthas

Kawartha Sexual Assault Centre

Crisis:(705)741-0260 or1-866-298-7778

Office/TTY: (705)741-0260

www.kawarthasexualassaultcentre.com

YWCA Peterborough Haliburton

Crisis:1-800-461-7656

Office:705.743.3526 x130

www.ywcapeterborough.org

Sault Ste Marie

Women in Crisis(Algoma)Inc.

Crisis:705-759-1230or1-877-759-1230

www.womenincrisis.ca

Sarnia-Lambton

Sexual Assault Survivors Centre Sarnia-Lambton

Crisis: 519337-3320or1-888-231-0536

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. Catherine's

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 Counseling Centre

Office:(807)345-0894 or1-866-311-5927

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:519539-4811or1-800-265-1938

info@daso.ca

www.daso.ca