

Section 8 – Student Sexual Misconduct Prevention and Response Policy

1. Purpose and Scope

Canadian Aviation College (CAC) is committed to fostering a safe, respectful, and inclusive learning.

environment, free from Sexual Misconduct. This policy outlines CAC's proactive approach to preventing Sexual Misconduct, providing compassionate support to students affected, and ensuring.

clear, fair response procedures. This policy applies to all students enrolled at CAC.

2. Policy Commitments

CAC commits to:

- Preventing Sexual Misconduct through awareness, education, and training.
- Promoting a culture of Consent and mutual respect among students.
- Supporting students affected by Sexual Misconduct with dignity and compassion.
- Providing fair and transparent processes for addressing Complaints and Disclosures.
- Ensuring confidentiality to the extent permitted by law.

3. Definitions

Key terms under this policy include:

Sexual Misconduct includes:

- sexual assault
- sexual exploitation
- harassment
- stalking,
- indecent exposure,
- voyeurism
- distribution of explicit materials without consent, attempts, or threats of such acts.
- Consent: Active, direct, voluntary, unimpaired, and can be withdrawn at any time.
- Disclosure: Informing CAC of an incident for support purposes, without initiating an investigation.
- Complaint: A formal request for CAC to investigate an incident of Sexual Misconduct.
- No-Contact Direction: A directive to prevent interaction between individuals.
- No-Contact Undertaking: A mutual agreement to refrain from contact.

There are two pathways for reporting:

4. What to Do If You Experience or Witness Sexual Misconduct

- Disclosure (Seeking Support Only)

What is it? Informing CAC about an incident of Sexual Misconduct to access support, without

initiating a formal complaint or investigation.

- How to Disclose:

Contact an instructor CFI or Student Services

- Supports Available:

Academic accommodation (e.g., flexible deadlines, rescheduling).

Referrals to counselling and medical services.

Safety planning and interim measures (e.g., No -Contact Directions).

Formal Complaint (Initiating an Investigation)

What is it? A verbal or written report requesting CAC to investigate and address an incident of Sexual Misconduct.

- How to File a Complaint:
- Submit to the Office Administrator.
- A Disclosure can be escalated to a Complaint at any time.

Process Overview:

- CAC will review the complaint with procedural fairness.
- Interim safety measures will be put in place as needed.
- Both parties will be informed of investigation outcomes.
- Outcomes may include disciplinary actions such as suspension or dismissal, consistent with CAC's Disciplinary and Dismissal Policies.

5. Interim Measures & Academic Accommodations

CAC may implement interim measures to protect students' safety and academic progress during a Disclosure or Complaint process. These may include:

- No-Contact Directions or Undertakings.
- Adjustments to class schedules or training groups.
- Academic accommodation (e.g., deadline extensions, alternative assignments).
- Temporary leave of absence with academic support.

6. Confidentiality & Privacy

CAC will protect the confidentiality of all students involved, disclosing information only:

- When necessary to protect health and safety.
- As required by law.
- With consent of the student concerned.
- All reports will be handled sensitively, respecting privacy while ensuring appropriate action is taken.

7. External Reporting Options

Students have the right to pursue criminal or civil legal action, whether they file a Complaint with CAC. CAC will support students wishing to:

- Contact the Royal Canadian Mounted Police (RCMP).
- Access external counselling or victim support services.

8. Non -Retaliation

CAC prohibits retaliation against any student who discloses or reports Sexual Misconduct.

9. Education and Prevention Initiatives

CAC will provide regular education, awareness training, and prevention programs to:

- Promote a culture of Consent.
- Equip students to recognize and address Sexual Misconduct.

10. Policy Review

This policy will be reviewed annually to ensure alignment with best practices, legislative requirements, and student needs.