



## SUMMARY OF CENTENNIAL'S POLICY TO PREVENT AND FIGHT SEXUAL VIOLENCE IN HIGHER EDUCATION ADOPTED BY THE BOARD MAY 8<sup>th</sup> 2019, UPDATED August 24<sup>th</sup> 2022

*Note: To access the full Policy, please consult the Centennial College website*

### DEFINITIONS

- **Guichet unique:** Resources and services offered by the College regarding sexual violence. The contact person has been designated in the Policy. (Kristina Campanelli, Wellness and Learning Strategies Coach, 514 486-5533, extension 265, kcampanelli@centennial.qc.ca).
- **Sexual Violence:** Any form of violence committed through sexual practices or by targeting sexuality, including sexual assault. It also refers to any other misconduct, including that relating to sexual and gender diversity, in such forms as unwanted direct or indirect gestures, comments, behaviors or attitudes with sexual connotations, including by a technological means.<sup>1</sup>
- **College Community:** Students, teachers, staff, union, members of the administration and person(s) responsible for organizing an activity.

### SCOPE OF THE POLICY

This Policy covers all activities in the College, including extra-curricular activities and those organized outside of the College.

### RESPONSIBILITIES

#### Board:

- Adopt the Policy and receive an annual report of the application of the Policy

#### College Council:

- Develop and review the Policy every 2 years
- Make recommendations to the Director General

#### Administration:

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<sup>1</sup> Act to Prevent and Fight Sexual Violence in Higher Education Institutions, art. 1, RLRQ c. P-22.1

- Ensure compliance with the law and application of the Policy
- The Director General is responsible for sending the Policy and all related documents to the Ministry of Education

#### **College Community:**

- Read and conform to the Policy
- Attend the mandatory training sessions
- Provide help to a victim of sexual violence
- Provide information regarding the Guichet unique

#### **CODE OF CONDUCT IN THE EDUCATIONAL OR AUTHORITY RELATIONSHIP**

The College considers that no romantic or sexual relationship between a staff member in a teaching or authority relationship and a student can be tolerated. Thus, any staff member in a teaching relationship or authority must avoid developing such a relationship.

In the case that such a relationship exists before the entry into force of the Code of Conduct, or if it nevertheless takes place afterwards, the person in a pedagogical or authority relationship must inform the responsible person immediately in writing of the relationship to Human Resources so that arrangements are made for the teaching or authority relationship to cease (for example, group transfer, evaluation by another teacher, etc.).

The code also applies when technological means are involved. The College will remind that its policy in this area limits the relationship between a staff member and a student in professional exchanges, that is, messages and visuals shared on social media and other technological means of communication only bear on College activities and have no personal or friendly characteristic.

#### **SERVICES AVAILABLE**

- Information about the Policy and services provided by the College is available through the Guichet unique (Kristina Campanelli, Wellness and Learning Strategies Coach, 514 486-5533, extension 265, [kcampanelli@centennial.qc.ca](mailto:kcampanelli@centennial.qc.ca)).
- All forms for reporting an incident of sexual violence and for filing a formal administrative complaint are available through the Guichet unique
- Further information regarding the legal process is available through the Guichet unique
- Further information regarding services outside of the College is available through the Guichet unique

#### **SANCTIONS FOR NONCONFORMITY TO THE POLICY**

- Administrative and disciplinary actions for nonconformity to the Policy are dependent upon the circumstances, the repetitive pattern, and the seriousness of the acts.