

Sexual Violence and Harassment Policy

POLICY NO.	GC-POL-18
EFFECTIVE DATE (THIS REVISION)	September 8, 2026
ORIGINAL ADOPTION	January 1, 2020
NEXT SCHEDULED REVIEW	September 2027
APPLIES TO	All students, all approved and non-approved programs
RESPONSIBLE OFFICE	Campus Director
REGULATORY BASIS	Private Training Act (PTA); Private Training Regulation; PTIRU Policy Manual; EQA Code of Practice s.2.6
INSTITUTION	Guildford College PTIRU Institution No. 04470

1. Purpose and Relationship to the Sexual Misconduct Policy

This policy sets out Guildford College's broader commitment to preventing sexual violence and harassment, and the training and support framework that underpins that commitment. The step-by-step process for making and resolving a formal complaint or report of sexual misconduct is set out in the Sexual Misconduct Policy; this policy and that policy are read together and are not in conflict.

2. Scope

This policy covers all students, and applies to incidents occurring on College premises, at a College-sponsored event, during a practicum or work experience placement, or online where the conduct affects a student's College experience.

3. Definition

Sexual violence means any sexual act, or act targeting a person's sexuality, gender identity, or gender expression, committed without consent, including assault, harassment, stalking, indecent exposure, voyeurism, and exploitation.

4. Reporting

Incidents should be reported immediately to the Campus Manager. Confidentiality is prioritized but may be overridden where an imminent safety risk exists. Reports may also be made under the Sexual Misconduct Policy.

5. Prevention, Training, and Support

- Mandatory training for staff, instructors, and students on recognizing and responding to sexual violence and harassment.
- Referral to provincial victim-support agencies and campus counselling resources.

- Publication of this policy and related support information on the College's website.

6. Protections

The College prohibits knowingly false complaints and retaliation against anyone who participates in good faith in a report, complaint, or investigation. Substantiated violations may result in disciplinary action up to and including expulsion (students) or termination of employment (staff).

Approved by: Firas Haddad
President & Senior Educational Administrator, Guildford College