

MHLITC

MELLOHAWK Logistics International Sexual Violence Policy

What Is Harassment?

At MELLOHAWK Logistics International Training Center we encourage humour to deal with the stresses of the day but we need to always keep mindful of inappropriate humour. Harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, intimidation, physical assaults or contact, or violence. Harassment is not necessarily sexual in nature. People who commit harassment will be escorted off the premises and appropriate action, including legal will be taken.

Standards of Conduct

Generally speaking, we expect each person to act in a mature and responsible way at all times. If you have any questions concerning unacceptable activities please see your Training supervisor for an explanation. All inquiries are confidential.

Note that the following list of Unacceptable Activities does not include all types of conduct that can result in disciplinary action.

1. Violation of security or safety rules or failure to observe safety rules.
2. Negligence or any careless action which endangers the life or safety of another person.
3. Unauthorized possession of dangerous or illegal firearms, weapons or explosives on Training Center property.
4. Engaging in criminal conduct or acts of violence, or making threats of violence toward anyone on Training Center property
5. Engaging in an act of negligence, causing the destruction or damage of property of fellow students or staff or visitors.
6. Theft or unauthorized possession of property not your own, including documents (both electronic and otherwise)
7. Dishonesty; falsification or misrepresentation.
8. Spreading malicious gossip and/or rumors; engaging in behavior which creates discord and lack of harmony; interfering with others.
9. Any act of harassment, sexual, racial or other; telling sexist or racist jokes; making racial or ethnic slurs.

As per the Private Career Colleges Act, 2005, Ontario Regulation 416/06, we make our Sexual Violence, Assault & Harassment policy clear and public.

Each and every MELLOHAWK Logistics International Training Center member plays a role in contributing to and fostering a welcoming and secure campus environment and we are committed to a safe and welcoming environment for all. Sexual violence, sexual harassment and sexual assault is defined in the following ways:

Sexual violence: 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

Sexual harassment: Someone who knowingly engages in sexually-related conduct that causes a person to reasonably fear for their safety or the safety of someone they know. This includes repeated communication, or persistently watching someone where they live, work or play.

Sexual assault: A sexual assault is when someone applies force in a sexual manner (or attempts or threatens to apply force) to another person without their consent.

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If you have been subjected to sexual violence, harassment or assault at anytime and require support. First, know that you are not alone. Any MELLOHAWK STAFF WILL SUPPORT YOU and take action to address the situation immediately. We will help you find the appropriate professional help. If you are unable to speak please just indicate the published policy on the wall and we will understand.

Consent Comes First

If you have experienced discrimination, harassment or violence and would like to make a complaint please contact the director immediately. You do not have suffer alone. When a concern does not fall within our jurisdiction, we will refer you to the legal appropriate services.

If you are experiencing mental health related concerns, like feeling anxious, stressed out or depressed. We are willing to talk. Do not suffer alone. We will help you locate the appropriate support.

If you have experienced or have been affected by sexual violence, harassment or assault and would like support please do not hesitate to contact the Director and we will find you the appropriate support.

Please note the following policy requirements are provincially regulated,

1. If you, in good faith, report an incident of, or make a complaint about, sexual violence, you will not be subject to discipline or sanctions for violations of the private career college's policies relating to drug or alcohol use at the time the alleged sexual violence occurred.
2. If you disclose your experience of sexual violence through reporting an incident of, making a complaint about, or accessing supports and services for sexual violence, you will not be asked irrelevant questions during the investigation process by the private career college's staff or investigators, including irrelevant questions relating to sexual expression or past sexual history.

Your safety as our top priority, we are committed to helping you get the medical attention you need and want.

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