

ANLII HEALTH COLLEGE
Employee Sexual Misconduct Policy

Policy Statement:

ANLII HEALTH COLLEGE is dedicated to fostering an educational environment that is free from all forms of sexual misconduct. This policy outlines our commitment to preventing and addressing sexual misconduct within the college community. All employees are expected to adhere to the principles and guidelines set forth in this policy.

1. Definitions:

1.1. Sexual Misconduct:

Sexual misconduct includes, but is not limited to, any unwelcome behavior of a sexual nature, such as:

- Sexual harassment
- Sexual assault
- Inappropriate sexual comments, jokes, or innuendos
- Unwanted advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature
- Posting, sharing, or distributing sexually explicit content without consent
- Cyber harassment or cyberbullying of a sexual nature
- Any other unwelcome sexual behavior that creates a hostile educational environment

2. Reporting Sexual Misconduct:

2.1. Reporting Channels:

Employees who experience or witness sexual misconduct are strongly encouraged to report it. Reports may be made to a supervisor, manager, Human Resources, a campus security authority, or another designated contact.

2.2. Confidentiality:

Reports will be treated with the utmost confidentiality to the extent allowed by law and the need for investigation. The privacy of all individuals involved will be respected.

ANLII HEALTH COLLEGE
Employee Sexual Misconduct Policy

3. Investigation and Resolution:

3.1. Timely Investigation:

ANLII HEALTH COLLEGE is committed to promptly and impartially investigating all reports of sexual misconduct.

3.2. Interim Measures:

When necessary, interim measures may be taken to ensure the safety and well-being of the individuals involved during the investigation.

3.3. Consequences:

If an investigation substantiates a report of sexual misconduct, appropriate corrective action will be taken, up to and including disciplinary measures, which may include termination of employment.

4. Retaliation Prohibition:

ANLII HEALTH COLLEGE strictly prohibits retaliation against employees who make good faith reports of sexual misconduct or participate in an investigation. Retaliation is a serious violation of this policy and will be treated as a separate offense.

5. Prevention and Training:

5.1. Training:

ANLII HEALTH COLLEGE will provide regular training and awareness programs to educate employees about sexual misconduct prevention, reporting procedures, and the importance of maintaining a respectful educational environment.

5.2. Prevention:

The college will engage in proactive prevention efforts, including awareness campaigns, training, and resources. Additionally, online platforms will be addressed to provide guidance on safe internet usage and reporting procedures for online incidents.

6. Compliance with Laws:

This policy is in compliance with all applicable local, state, and federal laws regarding sexual misconduct within educational institutions.

7. Review and Revision:

This policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with the law.

8. External Resources:

Employees are encouraged to seek support from external resources, such as local crisis centers, law enforcement, and legal assistance, as appropriate.

ANLII HEALTH COLLEGE
Employee Sexual Misconduct Policy

9. Contact Information:

For reporting sexual misconduct or seeking information related to this policy, please contact Antonio Bautista 416-738-6886

10. Reporting to Campus Director

Employees should be aware that certain employees of the college may be considered "responsible employees" for reporting purposes, meaning they must report sexual misconduct to the Campus Director.