

Trontario Truck Driving School

Sexual Violence Policy

Effective Date: June 18th, 2026

Review Date: Annually



1. Purpose

Trontario Truck Driving School is committed to providing a safe, respectful, and inclusive learning environment free from sexual violence. Trontario Truck Driving School recognizes that sexual violence can have a significant impact on individuals, students and is dedicated to supporting students who are affected by sexual violence while ensuring fair, timely, and confidential responses to all reports and complaints.

This policy is established in accordance with the requirements of the Ontario Career Colleges Act, 2005 and applicable regulations.

2. Definition of Sexual Violence

To this policy, sexual violence means 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, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.

3. Supports and Services Available

Internal Supports

Students affected by sexual violence may access support through:

Campus Contact Person: Ray Garcia

School Director / Campus Administrator

Trontario Truck Driving School

2300 Sheppard Avenue West, Toronto, ON

Phone: 416-875-6965

Email: trontario@gmail.com

Community Supports

Students may also access support services available in the community, including:

- Emergency Services (911)
- Local Police Services
- Sexual Assault/Domestic Violence Care Centres
- Victim Services Toronto
- Assaulted Women's Helpline (24/7)

Community counseling and mental health services

Accommodations

Trontario Truck Driving School will appropriately accommodate the needs of students affected by sexual violence.

Accommodations may include:

- Adjustments to training schedules
- Leave of absence arrangements
- Alternative classroom or practical training arrangements
- Academic accommodations
- Safety planning measures
- Students seeking accommodations should contact the School Director or Campus Administrator.

Reporting is Not Required to Receive Support

Students are not required to formally report an incident of sexual violence or submit a complaint in order to receive support services, accommodations, or assistance from Trontario Truck Driving School.

Protection from Discipline for Good Faith Reporting

A student who, in good faith, reports an incident of sexual violence or files a complaint will not be subject to disciplinary action for violations of the school's policies related to alcohol or drug use occurring at the time of the alleged incident.

Reporting Procedure

Individuals who wish to report an incident of sexual violence or make a complaint may do so by contacting:

- School Director / Campus Administrator
- Trontario Truck Driving School
- Phone: 647-430-7175
- Email: trontario@gmail.com

Reports may be made by:

- The affected student or a witness
- A representative acting on behalf of the affected student (where permitted)
- Trontario Truck Driving School will document all reports and maintain records securely and confidentially.

Right to Decline Participation

A victim may choose not to request an investigation by Trontario Truck Driving School and has the right not to participate in any investigation process that may occur.

Investigation Process

Where appropriate, Trontario Truck Driving School will investigate reports or complaints of sexual violence promptly, fairly, and impartially. Trontario Truck Driving School shall collect and be prepared to provide upon request by the Superintendent of Career colleges such data and information as required according to Subsections 32.3 (8), (9) and (10) of Schedule 5 of the Ontario Career Colleges Act, 2005 as amended.

The investigation process may include:

- a) Receiving and documenting the complaint.
- b) Reviewing available information.
- c) Interviewing involved parties and witnesses, where applicable.
- d) Assessing evidence.
- e) Determining findings and appropriate actions.
- f) Communicating outcomes to the parties as permitted by law.

Officials Involved in Investigations

The following individuals may be involved in the investigation and decision-making process:

- a) School Director
- b) Campus Administrator
- c) Designated Investigator (internal or external)
- d) Legal or professional advisors, where necessary
- e) Any person with a conflict of interest will not participate in the investigation.

Procedural Fairness

Trontario Truck Driving School is committed to procedural fairness and will ensure:

- a) Complaints are reviewed objectively.
- b) Both parties have an opportunity to provide information.
- c) Decisions are based on available evidence.
- d) Investigations are conducted without bias.
- e) Confidentiality is maintained to the greatest extent possible.

Presence of a Support Person

A party involved in an investigation or decision-making process has the right to have a support person present at any stage of the process, where appropriate.

Interim Measures

Trontario Truck Driving School may implement interim measures while an investigation is ongoing, including:

- a) Schedule changes
- b) Separation of involved parties
- c) Temporary restrictions on campus activities
- d) Safety planning measures
- e) Other reasonable accommodations

Possible Outcomes and Measures

Following an investigation, Trontario Truck Driving School may:

- a) Provide educational interventions
- b) Require corrective action
- c) Issue written warnings
- d) Suspend access to school activities
- e) Terminate enrollment or employment where appropriate
- f) Refer matters to law enforcement when necessary

Confidentiality

Trontario Truck Driving School will take reasonable measures to protect and keep confidential the personal information of persons involved in an incident or complaint.

Information will only be disclosed where necessary to:

- a) Conduct an investigation
- b) Implement safety measures
- c) Comply with legal obligations
- d) Protect the health and safety of individuals

Protection from Retaliation

Trontario Truck Driving School strictly prohibits retaliation against any person who reports sexual violence, participates in an investigation, or seeks support under this policy. Any retaliation may result in disciplinary action.

Appeals

Where applicable, parties may request a review of decisions arising from an investigation by submitting a written appeal to the School Director within ten (10) business days of receiving the decision.

Roles and Responsibilities

The following individuals share responsibility for maintaining a safe learning environment:

Corporate Directors, Owners, and Management

- a) Ensure compliance with legislation.
- b) Support implementation of this policy.
- c) Promote a safe and respectful environment.

Instructors, Staff, and Contractors

- a) Respond appropriately to disclosures.
- b) Report concerns in accordance with this policy.
- c) Participate in required training.

Students

- a) Respect the rights and dignity of others.
- b) Report incidents when safe and appropriate.
- c) Cooperate with investigations when involved.

Respect for Student Privacy

Students who disclose experiences of sexual violence through reporting an incident, making a complaint, or accessing supports and services will not be asked irrelevant questions during the investigation process, including questions relating to their sexual expression or past sexual history.

Training

Trontario Truck Driving School shall provide or make available training on this Sexual Violence Policy to:

- Corporate directors, controlling shareholders, owners, partners, and persons who manage or direct the affairs of the school and their agents.
- Instructors, staff, employees, and contractors.
- Students enrolled at Trontario Truck Driving School.

Training will include the Trontario Truck Driving School procedures for responding to and addressing incidents and complaints of sexual violence.

Conflict with Other Policies

If this Sexual Violence Policy conflicts with any other School policy, including the Expulsion Policy, this Sexual Violence Policy shall prevail.

Publication of Policy

This Sexual Violence Policy will be published on the institution's website and posted in a conspicuous location on campus in accordance with O. Reg. 415/06, s.36.0.2(3).

- Published on the Trontario Truck Driving School website;
- Available upon request from the administration office; and
- Posted in a conspicuous location at Trontario Truck Driving School campus.
- Trontario Truck Driving School
- 2300 Sheppard Avenue West, Toronto, Ontario
- Phone: 416-875-6965

Where there is any conflict between this Sexual Violence Policy and the institution's expulsion or disciplinary policy, this Sexual Violence Policy shall prevail, as required under O. Reg. 415/06, s.36.0.2(6).

Policy Precedence

Training on this policy, including responding to disclosures, reporting, and investigation procedures, will be provided to all corporate directors, instructors, staff, employees, contractors, and students, as required under O. Reg. 415/06, s.36.0.2(4)-(5).

The following represents a list of Provincial Rape Crisis Centers that could be provided as resources:

Alliston, Barrie, Collingwood, Midland and Orillia

Huronian Transition Homes operates La Maison Rosewood Shelter (Midland) & Athena's Sexual Assault Counselling and Advocacy Centre

24-Hour Crisis Line:

- Barrie: 705-737-2008 or 1-800-987-0799
- Midland: 705-526-4211 or 1-800-461-175
- Office: 705-526-3221
- www.huroniatransitionhomes.ca

Belleville

- Sexual Assault Centre for Quinte and District
- Toll-Free: 1-877-544-6424
- Office: 613-967-6300
- www.sacqd.com

Bracebridge

- Muskoka/Parry Sound Sexual Assault Services
- Parry Sound District Office:
- Office: (705) 774-9083 or 1-877-851-6662
- Muskoka District Office:
- Office: (705) 646-2122 or 1-877-406-1268
- www.daphnewymn.com

Brantford

- Sexual Assault Centre of Brantford
- Crisis: 519-751-3471
- Office: 519-751-1164
- sexualassaultcentre@sacbrant.ca

Brockville

- Assault Response & Care Centre
- Office: (613) 345-3881 or 1-800-567-7415
- arcc@bgh-on.ca
- www.arc-c.ca
- Chatham
- Chatham-Kent Sexual Assault Crisis Centre

Durham Region

- Durham Rape Crisis Centre
- Crisis: 905-668-9200
- Office: 905-444-9672
- info@drcc.ca
- www.drcc.ca

Eganville

- Women's Sexual Assault Centre of Renfrew County
- 24-Hour Crisis: 1-800-663-3060
- Office: 613-735-5551
- www.wsac.ca

Guelph

- Guelph-Wellington Women in Crisis
- Crisis: 519-836-5710
- 1-800-265-7233
- Office: 519-823-5806
- www.gwwomenincrisis.org

Hamilton

- Sexual Assault Centre (Hamilton and Area)
- Crisis: (905) 525-4162
- Office (905) 525-4573
- TTY: 905-525-4592
- www.sacha.ca

Kenora

- Kenora Sexual Assault Centre
- Crisis: (807) 468-7233 or 1-800-565-6161
- Office: (807) 468-7958
- www.kenorasexualassaultcentre.com

Kingston

- Sexual Assault Centre Kingston
- Crisis: 613-544-6424 or 1-877-544-6424
- Office: 613-545-0762
- sack@sackington.com
- www.sackington.com

Kitchener-Waterloo

- Sexual Assault Support Centre of Waterloo Region
- Crisis: 519.741.8633
- Office: 519.571.0121

London

- Sexual Assault Centre London
- Crisis: 519-438-2272
- Office 519-439-0844
- TTY: 519-439-0690
- sacl@sacl.ca
- www.sacl.ca

London Abused Women's Centre

- Office: 519-432-2204
- E-Mail: info@lawc.on.ca
- <http://lawc.on.ca/>

Peel Region

- Hope 24/7 (formerly the Sexual Assault/Rape Crisis Centre of Peel) Crisis: 1-800-810-0180
- Office: (905) 792-0821
- <http://hope247.ca/>

Newmarket

- Women's Support Network of York
- Region Crisis: 1-800-263-6734 or 905-895-6734
- Office: (905) 895-3646
- www.womenssupportnetwork.ca

North Bay

- Amelia Rising Women's Sexual Assault Centre of Nipissing/centre d'agressions sexuelles de Nipissing
- Crisis: 705-476-3355
- Office: 705-840-2403
- TTY: (705) 840-5877
- info@ameliarising.ca
- www.ameliarising.ca

Oakville

- Sexual Assault & Violence Intervention Services of Halton
- Crisis: 905-875-1555 or 1-877-268-8416
- Office: 905-825-3622
- www.savisofhalton.org

Orangeville

- Family Transition Place
- Crisis: 1-800-265-9178
- Office: 519-942-4122
- www.familytransitionplace.ca

Ottawa

- Sexual Assault Support Centre
- Crisis: 613-234-2266
- Phone: 613-725-2160
- TTY: 613-725-1657
- info@sascottawa.com

Peterborough & Kawarthas

- Kawartha Sexual Assault Centre
- Crisis: (705) 741- 0260 or 1-866-298-7778
- Office/TTY: (705) 741-0260
- www.kawarthasexualassaultcentre.com

YWCA Peterborough Haliburton

- Crisis: 1-800-461-7656
- Office: 705.743.3526 x 130
- www.ywcapeterborough.org

Sault Ste Marie

- Women in Crisis (Algoma) Inc.
- Crisis: 705-759-1230 or 1-877-759-1230
- www.womenincrisis.ca

Simcoe

- Haldimand & Norfolk Women's Service
- Crisis: 1-800-265-8076
- TTY: 1-800-815-6419
- Office: 519-426-8048
- hnws@hnws.on.ca
- www.hnws.on.ca

St. Catharines

- Niagara Region Sexual Assault Centre
- Crisis: (905) 682-4584
- Office: (905) 682-7258
- carsa@sexualassaultniagara.org
- <http://sexualassaultniagara.org/>

Thunder Bay

- Thunder Bay Sexual Assault and Sexual Abuse Crisis and Counselling Centre
- Office: (807) 345-0894 or 1-866-311-5927
- tb counselling@tbsasa.org
- www.tbsasa.org

Timmins

- Timmins and Area Women in Crisis
- Crisis: 1-877-268-8380 (sexual assault)
- Crisis: 1-855-827-7233 (shelter)
- Office: (705) 268-8381
- info@tawc.ca
- <http://www.tawc.ca/>

Toronto Rape Crisis Centre: Multicultural Women Against Rape

- Crisis: 416-597-8808
- Office: 416-597-1171
- info@trccmwar.ca
- crisis@trccmwar.ca

Windsor

- Sexual Assault Crisis Centre of Essex County
- Crisis: 519-253-9667
- www.saccwindsor.net