



Acumen College of Business and Technology

Sexual Violence Policy

1. General Statements

Acumen College of Business and Technology is committed to providing students with an educational environment free from sexual violence and to treating students who report incidents of sexual violence with dignity, respect, and fairness.

The College has adopted this Sexual Violence Policy, which defines sexual violence and outlines the College's training, reporting, investigation, accommodation, and disciplinary responses to complaints of sexual violence involving students.

The person accused of engaging in sexual violence will be referred to as the "Respondent," and the person making the allegation will be referred to as the "Complainant."

2. Definition of Sexual Violence

Sexual violence means any sexual act or act targeting a person's sexuality, whether physical or psychological in nature, that is committed, threatened, or attempted without consent, including sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.



3. Training, Reporting and Responding to Sexual Violence

The College shall provide a copy of this policy to students, management, instructors, staff, employees, contractors, and other individuals as required by law. Training will be provided regarding the reporting, investigation, and response processes.

The Sexual Violence Policy shall be published on the College website.

Employees, instructors, contractors, and staff who become aware of an incident or complaint of sexual violence involving a student shall report it to the President.

Students affected by sexual violence or seeking information regarding support services should contact the President.

To the extent possible, the College will maintain confidentiality of all personal information obtained through a complaint or investigation process, except where disclosure is required by law or where there is a risk to the safety of any person or the broader community.

Students who report incidents of sexual violence in good faith will not be subject to disciplinary action for violations of the College's drug or alcohol policies occurring at the time of the alleged incident.

4. Investigation Process



Any student may submit a written complaint of sexual violence to the President.

Upon receipt of a complaint, the President will:

- Determine whether an investigation should proceed;
- Determine whether interim safety measures are required;
- Determine whether police involvement is appropriate;
- Determine who should conduct the investigation.

Where an investigation proceeds, the College will:

- Interview the Complainant;
- Inform and interview the Respondent;
- Interview witnesses and review relevant evidence;
- Provide reasonable updates to both parties;
- Make a determination based on the evidence gathered.

At the conclusion of the investigation, the President will determine whether a violation of this policy occurred and what corrective action, if any, is appropriate.

5. Disciplinary Measures

Where a violation of this policy is established, the College may impose disciplinary or corrective measures including:

- Expulsion of a student;
- Termination of employment;
- Restrictions on access to College premises;
- Other corrective measures appropriate to the circumstances.

6. Appeals

The Complainant or Respondent may appeal a decision within ten (10) calendar days by submitting a written request to the President outlining the reasons for the appeal.



7. False Statements

Knowingly making a false complaint or knowingly providing false information during an investigation constitutes a violation of this policy and may result in disciplinary action.

8. Reprisal

Retaliation or threats of retaliation against a person who reports sexual violence, participates in an investigation, or seeks assistance under this policy are strictly prohibited and may result in disciplinary action.

9. Review of Policy

Acumen College of Business and Technology shall review this Sexual Violence Policy at least once every three years and amend it where appropriate. Student input shall be considered during policy reviews and revisions. This policy was last reviewed and revised in June 2026.

10. Collection of Student Data

The College shall collect and maintain data and information required by the Superintendent of Career Colleges in accordance with the Ontario Career Colleges Act, 2005, as amended.

Appendix 1 – Community Resources

Students may access community support services, crisis centres, counselling services, healthcare providers, police services, and victim support organizations. The College shall periodically review and update this list of resources to ensure accuracy and accessibility.