

Maurice Fiorio Beauty Academy

Sexual Violence Policy

Updated for Ontario Regulation 415/06, including section 36.0.2 and related current requirements

Policy Holder	Controller / Human Resources
Effective Date	June 30, 2026
Next Review Date	June 30, 2027, and at least every three years or earlier if required
Applies To	Students, employees, instructors, contractors, agents, owners/directors/managers, volunteers, visitors, and persons connected to Academy activities
Regulatory Basis	Ontario Career Colleges Act, 2005 and Ontario Regulation 415/06, including sections 36.0.1, 36.0.2, and section 16 where applicable to public advertising/communications

1. Policy Intent and Commitment

Maurice Fiorio Beauty Academy is committed to providing and maintaining a safe, respectful, inclusive, and violence-free learning and working environment. Sexual violence is unacceptable and will not be tolerated.

This Policy sets out how the Academy prevents, responds to, investigates, and addresses incidents and complaints of sexual violence, and how students may access supports, services, and accommodations. The Academy will treat all persons affected by sexual violence with dignity, compassion, procedural fairness, and respect.

The Academy recognizes that sexual violence can affect any person regardless of sex, sexual orientation, gender identity, gender expression, race, age, disability, religion, marital or family status, citizenship, ancestry, place of origin, or other protected ground. The Academy also recognizes that the impact of sexual violence may differ based on a person's identity and lived experience.

2. Scope

This Policy applies to incidents and complaints of sexual violence involving students and members of the Academy community, including incidents that occur:

- on Academy premises;
- at Academy-related activities, events, field trips, placements, internships, training sites, or online learning spaces;
- through Academy-related technology, communications, social media, or other electronic platforms; and
- off campus where the conduct has a connection to the Academy or may affect the safety, participation, or learning environment of a student or member of the Academy community.

This Policy applies to students, prospective students where relevant, employees, instructors, contractors, suppliers of services, corporate directors, controlling shareholders, owners, partners, managers, agents, volunteers, visitors, and any other person connected to Academy activities.

3. Definitions

3.1 Sexual Violence

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 that person's consent. It includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism, sexual exploitation, and any other conduct of a sexual nature that is non-consensual or coercive.

3.2 Sexual Assault

Sexual assault is any unwanted sexual act or contact by one person toward another that violates the sexual integrity of the person affected. Sexual assault is a criminal offence under the Criminal Code of Canada.

3.3 Sexual Harassment

Sexual harassment includes a course of vexatious comment or conduct related to sex, sexual orientation, gender identity, or gender expression that is known or ought reasonably to be known to be unwelcome. It also includes a sexual solicitation or advance made by a person in a position to confer, grant, or deny a benefit or advancement where the person knows or ought reasonably to know the solicitation or advance is unwelcome.

Examples may include unwanted sexual comments, jokes, images, gestures, messages, innuendo, requests for sexual favours, unnecessary physical contact, reprisal for rejecting a sexual advance, or other conduct of a sexual nature that creates an intimidating, hostile, or poisoned learning or working environment.

3.4 Consent

Consent means the voluntary and ongoing agreement of a person to engage in the specific activity in question. Consent:

- must be active, voluntary, informed, and ongoing;
- cannot be assumed from silence, passivity, previous conduct, or a prior relationship;
- cannot be obtained through threats, intimidation, coercion, fraud, manipulation, or abuse of a position of trust, power, or authority;
- cannot be given by a person who is incapable of consenting, including because of intoxication, unconsciousness, sleep, or incapacity;
- can be withdrawn at any time; and
- can only be given by the person participating in the activity.

3.5 Complainant, Respondent, and Survivor

A complainant is a person who makes a complaint or report under this Policy. A respondent is a person alleged to have engaged in conduct that may violate this Policy. A survivor is a person who has experienced sexual violence. A person may choose the term that best reflects their own experience.

3.6 Retaliation or Reprisal

Retaliation or reprisal means any adverse action, threat, intimidation, pressure, penalty, or negative treatment against a person because they disclosed, reported, made a complaint about, provided information about, or participated in a process related to sexual violence.

4. Supports, Services, and Accommodations

Students affected by sexual violence may obtain supports, services, referrals, and accommodations from the Academy whether or not they choose to report an incident or make a formal complaint.

The Academy will appropriately accommodate the needs of students affected by sexual violence. Supports and accommodations may include, as appropriate and available:

- safety planning;
- referrals to counselling, crisis support, medical care, legal information, police services, or community agencies;
- academic adjustments, including extensions, schedule changes, modified attendance requirements, or alternate learning arrangements;
- changes to class, placement, practicum, or training arrangements;
- no-contact directions or other measures to reduce contact between the affected student and another person;
- assistance with reporting options; and
- other reasonable measures based on the student's needs and the circumstances.

The Academy will not charge a fee for providing supports, services, accommodations, or referrals to off-campus supports and services for students affected by sexual violence.

4.1 Contact for Supports and Accommodations

Students seeking support, services, referrals, or accommodations may contact:

- Academy Enrolment Officer: Norlan Chavez, academydirector@fiorio.com, 416-968-1574
- Controller / Human Resources: Loredana Litoiu, finance@fiorio.com, 416-964-5764

Students may contact either official listed above. Where a conflict of interest exists, the matter will be assigned to another appropriate Academy official or an external investigator/advisor as needed.

5. Reporting and Complaint Options

A student or other member of the Academy community may disclose sexual violence, request support, report an incident, or make a formal complaint. The Academy will respect a person's choice whenever possible, subject to legal obligations and safety concerns.

5.1 Disclosure or Request for Support

A disclosure or request for support does not automatically start a formal investigation. A student may access supports and accommodations without filing a formal complaint.

5.2 Report or Formal Complaint

A report or formal complaint may be made verbally or in writing to the Enrolment Officer, the Controller/Human Resources, or another Academy official. The Academy may ask the complainant to provide relevant information, such as the date, location, persons involved, witnesses, and a description of the incident, but the Academy will not require unnecessary details to provide immediate support.

5.3 Good-Faith Reports and Drug or Alcohol Policy

A student who, in good faith, reports an incident of sexual violence or makes a complaint about sexual violence will not be subject to discipline or sanctions for violating the Academy's drug or alcohol policies at the time the alleged sexual violence occurred.

5.4 Right Not to Request or Participate in an Investigation

A person affected by sexual violence may choose not to request an investigation by the Academy and has the right not to participate in an investigation that may occur. In most circumstances, the Academy will respect this choice. However, the Academy may be required to take reasonable steps, including initiating or continuing an internal process or contacting police or other authorities, if required by law or where there is a serious safety risk to the Academy community or another person.

6. Immediate Response and Interim Measures

Upon receiving a disclosure, report, or complaint, the Academy will consider immediate safety and support needs. Interim measures are not disciplinary findings and do not mean that misconduct has been proven.

Examples of interim measures may include:

- temporary no-contact directions;
- changes to class schedule, placement, practicum, workspace, or access to specific areas;
- academic or attendance accommodations;
- arranging alternate communication methods;
- temporary administrative leave or restrictions for an employee, contractor, or student where appropriate; and
- other reasonable measures to protect safety and preserve the integrity of the process.

The Academy will take steps to minimize unnecessary hardship to all parties while prioritizing safety and access to learning.

7. Decision to Investigate

The Academy will decide whether an incident or complaint will be investigated after considering:

- the complainant's wishes, where known;
- whether the respondent is a member of the Academy community or otherwise connected to Academy activities;
- whether there is a risk to the safety of any person or the Academy community;
- the Academy's legal obligations;
- whether the matter can be addressed through support, accommodations, interim measures, or another appropriate process; and
- whether an external investigator is appropriate because of complexity, seriousness, or conflict of interest.

The decision will be made by the Controller/Human Resources, the Academy Administrator, or another appropriate official. Where needed, the Academy may consult legal counsel or appoint an external investigator.

8. Investigation and Decision-Making Process

If the Academy investigates, the process will be conducted in a manner that is trauma-informed, impartial, timely, and procedurally fair.

8.1 Officials Involved

The following persons or offices may be involved, depending on the circumstances:

- Enrolment Officer or Academy Administrator: intake, student supports, academic accommodations, and communication with students;
- Controller / Human Resources: employee-related matters, contractor matters, interim measures, and coordination of the process;
- External investigator: independent investigation where appropriate;
- Senior Academy management or owner/director: final decision-making where appropriate and where no conflict of interest exists; and
- Legal counsel or external advisor: advice on legal obligations, privacy, safety, and procedural fairness.

8.2 Investigation Steps

The investigation may include the following steps:

1. Receive and document the report or complaint.
2. Confirm immediate safety, support, and accommodation needs.
3. Determine whether interim measures are required.
4. Notify the respondent of the allegations in sufficient detail to allow a meaningful response, subject to safety and privacy considerations.
5. Interview the complainant, respondent, and relevant witnesses where appropriate.
6. Collect and review relevant documents, communications, records, or other evidence.
7. Give the parties a meaningful opportunity to provide relevant information and respond to relevant information where fairness requires.
8. Prepare findings or recommendations based on the information available.
9. Make a decision and determine appropriate measures, if any.
10. Notify the complainant and respondent of the outcome in writing, with reasons and privacy protections as appropriate.

8.3 Procedural Fairness

The Academy will provide procedural fairness appropriate to the circumstances. This may include notice of the allegations, an opportunity to be heard, an impartial decision-maker, a decision based on relevant information, reasons for the decision, and access to an appeal or review process where available.

8.4 Support Person

A party to an investigation or decision-making process has the right to have a person present at every stage of the process. The support person may provide emotional support but may not disrupt the process, answer questions on behalf of the party, or act as a witness in the same matter unless permitted by the Academy. Requests for legal or other representation will be considered on a case-by-case basis.

8.5 No Irrelevant Questions

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

9. Outcomes and Measures

After an investigation, the Academy may determine that the Policy was violated, not violated, or that there is insufficient information to make a finding. The Academy may impose corrective, disciplinary, educational, safety-related, or restorative measures as appropriate.

Possible outcomes or measures may include:

- written warning or corrective direction;
- education, training, or coaching;
- no-contact or access restrictions;
- changes to class, placement, schedule, workplace, or reporting relationships;
- academic or workplace accommodations;
- discipline up to and including student expulsion, termination of employment, termination of contract, or removal from Academy premises or activities;
- referral to police, regulatory bodies, or other external authorities where appropriate or required; and
- other measures necessary to restore or maintain a safe learning and working environment.

Where the Sexual Violence Policy conflicts with the Academy's expulsion policy, this Sexual Violence Policy prevails.

10. Appeal or Review

A complainant or respondent may request a review of a decision resulting from an investigation where one or more of the following grounds exist:

- there was a significant procedural error that may have affected the outcome;
- new relevant information is available that could not reasonably have been provided earlier;
- the outcome or measure is unreasonable or disproportionate in the circumstances; or
- there is a reasonable concern of bias or conflict of interest in the decision-making process.

A request for review should be submitted in writing within 10 business days of receiving the written outcome, unless an extension is granted. The request should identify the decision being reviewed, the ground for review, and the remedy requested. The review will be conducted by a person who was not the original decision-maker, where possible. The reviewer may confirm, vary, or return the matter for further investigation or decision-making.

Where a student is not satisfied with the Academy's resolution of a complaint under the applicable student complaint procedure, the student may also have the right to refer the matter to the Superintendent in accordance with the Ontario Career Colleges Act, 2005 and Ontario Regulation 415/06, where applicable.

11. Confidentiality, Privacy, and Records

The Academy will protect the personal information of all persons involved in a disclosure, report, complaint, investigation, or decision-making process. Information will be shared only with persons who need the information to provide support, implement accommodations or interim measures, investigate, make decisions, comply with legal obligations, or protect safety.

Confidentiality cannot be guaranteed where disclosure is required by law, where there is an imminent or serious risk of harm to any person, where there are reasonable grounds to believe that others may be at risk, or where disclosure is required for procedural fairness in an investigation or decision-making process.

Records will be stored securely in physical or electronic form with restricted access. Records will be retained in accordance with applicable legal, regulatory, student file, employment, and operational requirements.

12. Protection from Retaliation

Retaliation, reprisal, intimidation, threats, or adverse treatment against any person who discloses, reports, makes a complaint, requests support, participates in an investigation, provides information, or is associated with a person who has done so is prohibited.

Measures to protect against retaliation may include no-contact directions, schedule or workspace changes, monitoring of compliance with interim measures, safety planning, written warnings, disciplinary action, and other appropriate steps.

13. False or Bad-Faith Complaints

A complaint made in good faith will not result in discipline simply because it is not proven. Knowingly making a false complaint, intentionally providing false information, or making a complaint in bad faith may result in corrective or disciplinary action.

14. Roles and Responsibilities

14.1 Academy Owners, Directors, Managers, and Agents

- Ensure this Policy is implemented, communicated, reviewed, and updated as required.
- Ensure reports and complaints are addressed promptly and fairly.
- Support training, privacy protection, accommodations, and safety measures.
- Avoid conflicts of interest and arrange alternate decision-makers or external investigators where appropriate.

14.2 Instructors, Staff, Employees, and Contractors

- Complete required training on this Policy and the Academy's response process.
- Report incidents or complaints of sexual violence to the designated Academy official when they become aware of them, subject to privacy and safety considerations.
- Respond to disclosures with respect, compassion, and without judgment.
- Maintain confidentiality and cooperate with investigations as required.

14.3 Students

- Treat others with dignity and respect.
- Refrain from sexual violence, harassment, retaliation, or conduct that violates this Policy.
- Seek support if affected by sexual violence and report safety concerns where possible.
- Cooperate with investigation or decision-making processes where they choose or are required to participate.

15. Training, Communication, and Publication

The Academy will provide or make available training on this Policy and the process for responding to and addressing incidents and complaints of sexual violence to:

- corporate directors, controlling shareholders, owners, partners, managers, and other persons who manage or direct the affairs of the Academy, and their agents;
- instructors, staff, other employees, and contractors; and
- students enrolled at the Academy.

Training will include the process for reporting, obtaining supports and accommodations, investigation and decision-making procedures, interim measures, confidentiality, protection from retaliation, appeal/review options, and the roles and responsibilities set out in this Policy.

This Policy will be published on the Academy's website. If the Academy does not have a website, it will be posted in a conspicuous location at each campus. The Policy will also be provided or made available to students at orientation, upon request, and as part of student enrolment documentation where required.

When the Academy advertises or publicly communicates about approved vocational programs, it will use the appropriate current legislative wording required by Ontario Regulation 415/06, section 16, where applicable.

16. Policy Review and Student Input

The Academy will review this Policy at least once every three years, annually where practical, and sooner if required by changes in law, regulation, policy directive, operational needs, or identified concerns.

Student input will be considered when the Policy is developed, reviewed, or amended. Employees and other appropriate members of the Academy community may also be consulted. Feedback may be sent to:

- Norlan Chavez, Academy Enrolment Officer: academydirector@fiorio.com, 416-968-1574
- Loredana Litoiu, Controller: finance@fiorio.com, 416-964-5764

17. External Supports and Resources

Students and members of the Academy community may contact external supports directly. The Academy may also provide referrals upon request. Emergency or immediate safety concerns should be directed to 911.

Resource	Contact Information
Toronto Rape Crisis Centre / Multicultural Women Against Rape	416-597-8808 (24/7 crisis line); crisis@trccmwar.ca; trccmwar.ca
Assaulted Women's Helpline	416-863-0511; TTY 416-364-8762; Toll-free 1-866-863-0511; TTY toll-free 1-866-863-7868
Fem'aide	1-877-336-2433; femaide.ca
Good2Talk	1-866-925-5454; good2talk.ca
Hassle Free Clinic	416-922-0566; 66 Gerrard Street East, 2nd Floor, Toronto; hasslefreeclinic.org
YouthLine	1-800-268-9688; text 647-694-4275; youthline.ca
Women's College Hospital Sexual Assault / Domestic Violence Care Centre	416-323-6040; 76 Grenville Street, Toronto
Sunnybrook Hospital Bayview Campus	416-480-6100; 2075 Bayview Avenue, Toronto
York Central / Mackenzie Health Domestic Abuse and Sexual Assault Care Centre	905-883-1212; 955 Major Mackenzie Drive, Richmond Hill
Independent Legal Advice for Sexual Assault Survivors Program	1-855-226-3904
Support Services for Male Survivors of Sexual Abuse	1-866-887-0015; information 1-888-579-2888
Oasis Centre des femmes	416-591-6565; services@oasisfemmes.org; oasisfemmes.org
Toronto Police Service non-emergency	416-808-2222
York Regional Police non-emergency	1-866-876-5423

Appendix A - Regulatory Compliance Mapping

This appendix is provided to assist with compliance review. It is not intended to limit the rights, supports, accommodations, or processes described in the Policy.

Regulatory Requirement	Policy Section	Summary of Update
O. Reg. 415/06, s. 36.0.1	Section 4	No-fee supports, services, referrals, and accommodations for students affected by sexual violence.
O. Reg. 415/06, s. 36.0.2(1)(a)-(c)	Sections 4 and 4.1	Identifies internal contacts and describes supports, services, community referrals, and accommodations.
O. Reg. 415/06, s. 36.0.2(1)(d)	Sections 4 and 5.1	States that students do not need to report or make a complaint to access supports, services, or accommodations.
O. Reg. 415/06, s. 36.0.2(1)(d.1)	Section 5.3	Adds good-faith protection from discipline/sanctions for drug or alcohol policy violations at the time of the alleged incident.
O. Reg. 415/06, s. 36.0.2(2)1-14	Sections 5-14	Adds process, retaliation protection, investigation decision, procedural fairness, support person, interim measures, outcomes, confidentiality, appeals, roles/responsibilities, and no irrelevant questions.
O. Reg. 415/06, s. 36.0.2(3)-(5)	Section 15	Adds website/posting and required training for owners/directors/managers/agents, instructors/staff/employees/contractors, and students.
O. Reg. 415/06, s. 36.0.2(6)	Section 9	States that this Sexual Violence Policy prevails over the expulsion policy if there is a conflict.
O. Reg. 415/06, s. 16	Section 15	Adds reminder to use the required current legislative wording in public advertising/communications where applicable.