

Sexual Violence and Sexual Harassment Policy

The University of Toronto's [Policy on Sexual Violence and Sexual Harassment](#) applies to all OISE Teacher Candidates.

<http://www.governingcouncil.lamp4.utoronto.ca/wp-content/uploads/2016/12/p1215-poshsv-2016-2017pol.pdf> (Approved December 15, 2016 Effective January 1, 2017)

It is conduct that creates an intimidating, hostile, or offensive working or learning environment, and which a reasonable person would realize was unacceptable. Sexual violence, includes sexual assault and gender-based harassment, which may include, but is not limited to, unwelcome behavior such as:

- < suggestive comments or gestures
- < sexual innuendo or banter
- < leering
- < remarks about looks, dress, or lifestyle
- < pressure for dates
- < homophobic insults
- < verbal abuse
- < intrusive physical behaviour or contact
- < non-consensual kissing, touching, fondling, penetration
- < sexual solicitation or advance made by a person in a position of power
- < a course of vexatious comment or conduct related to a person's sex, sexual orientation, gender expression or gender identity

Some instances of sexual violence are very clear, and are intentionally demeaning or discriminatory; others are ambiguous, and may result from thoughtlessness or incomprehension. The Policy requires people to treat one in a manner that is free of sexual violence or sexual harassment so that members of the University community can study, work and live in a safe environment.

The Sexual Harassment Policy of the School Board/Site in which Teacher Candidates are completing their Practicum also applies. Teacher Candidates with sexual harassment concerns should immediately contact their MT Practicum Coordinator, the MT Partnership Coordinator, or the