

MC COLLEGE

STANDARDS GUIDE

WELCOME TO MC COLLEGE!

This guide will provide you with the information necessary to make your college experience a productive and valuable one.

The standards and policies outlined have been developed over time to create an ordered and professional environment with clear expectations and guidelines for students, instructors and all staff members. MC College is committed to continuously updating its programs and standards to reflect the needs of the student and to meet the changing needs of the salon/spa industry.

CORE VALUES

- **Commitment:** we do what we say we will do.
- **Fun:** we love what we do.
- **Integrity:** we do the right thing.
- **Respect:** we treat others the way we want to be treated.
- **Mentor Artists:** we nurture creativity.

MISSION

MC College empowers graduates with skills to change their lives and enjoy rewarding careers.

HAIRSTYLING PROGRAM DELIVERY

You'll gain the knowledge and skills to succeed in 2 ways:

1. Classroom Instruction

Workshops, demonstrations, hands-on mannequin work, and Learn About Beauty (LAB).

2. Hands-on Practical Experience

Salon practical on clients.

A course outline should have been provided to you at the time of your registration.

ESTHETICS PROGRAM DELIVERY

You'll gain the knowledge and skills you need in 2 ways:

1. Classroom Instruction

Workshops, demonstrations, practicing treatments, and Learn About Beauty (LAB).

2. Hands-on Practical Experience

Spa practical on clients.

A course outline should have been provided to you at the time of your registration.

As a member of the MC College Student Community, I understand and commit to the following standards:

- Be punctual and arrive prepared for each day.
- Recognize and respect the rights of all students to learn and all instructors to teach.
- Present an image reflective of this industry. Dress in appropriate attire that reflects the standards of the salon & spa industry.
- Hairstyling students must wear black clothing only. Esthetics students must follow the 'Professional Presentation for MC College Esthetics Students' outline.
- The following attire is not permitted at school. No halter tops, no crop tops, no short shorts or booty shorts, no pyjama bottoms and no sweat pants.
- Follow all health and safety protocols and keep work spaces clean and sanitized.
- By signing the enrollment contract you agree to adhere to MC College policies. These include student conduct, lateness, absences, dress code and academic progress. Failure to adhere to these standards may result in disciplinary action, which could include being suspended or withdrawn. The college reserves the right to enforce these standards to ensure a professional and respectful learning environment for all students.

STUDENT SUPPORT

MC College provides 24-7 student support through the support app GuardMe. This app is free for all students and provides support at any time through call, text or chat. Students may access this support for a variety of situations including mental health, anxiety, living away from home, student life, or academic stress. Students are encouraged to get registered in the app.

Select MC College Instructors will be available for one-on-one academic meetings with students from 3:00-5:00pm. Students may book appointments with these instructors using the Campus Login student portal.

EXPECTATIONS

MC College encourages the use of personal devices for promoting student services and building clientele through Social Media. Students are encouraged to take photos or videos to share their work with family, friends and potential clients.

All student concerns must be submitted using the Student Concern Form.

The school will not release information to any other person other than people authorized by the student to access information unless required to do so by legislation, a subpoena, court order or if release of information is necessary as part of an ongoing police investigation.

STUDENT RECORDS

Students have direct access to their records through the software applications Campus Login and Meevo. Through Campus Login, students may access their attendance, grades, or financial information. Through Meevo, students may access their practical requirements and daily schedules when in the Salon or Spa.

ATTENDANCE

Regular attendance is one of the most important contributing factors to student learning and success. Students who are unable to attend must inform the Campus they will be absent no later than the morning of the first day of their absence.

If your instructor and/or campus director believe your absences have exceeded an acceptable level, you will be asked to meet with them to review your continuation in the program. Excessive absences may result in a student being asked to repeat sections of the program. If attendance negatively affects student progress, a student may be asked to restart the program at a later date. Student attendance is monitored weekly. Students should regularly review their own attendance records in Campus Login.

MC College recognizes that sometimes circumstances beyond our control may require an extended absence from school. Students who face these circumstances may request a leave of absence that will result in an extension of the program end date.

TUITION PAYMENTS

Hairstyling, Esthetics and Fashion students will receive a warning letter when tuition payments become 30 days in arrears. Tuition payments 60 days in arrears will result in suspension from the program. Nail Technician students will receive a warning letter when tuition payments become 15 days in arrears. Tuition payments 30 days in arrears will result in suspension from the program. Students will be suspended until the payments are brought up to date. Payments may be made by cheque, credit card, debit or electronic transfer.

YOUR PROGRESS

Students are evaluated through written and practical exams and practical work on customers. Students should be prepared to receive constructive criticism and correction when necessary. Progress is reviewed regularly. Students are required to maintain a grade average of 70% or better and must complete the required practical work each month. Students who fall below these minimum standards may be placed on probation.

Training support is provided to students through monthly progress reviews. Campus Directors and Instructors review progress to identify weaknesses and develop individual learning plans to improve proficiencies.

Classroom instruction may be recorded for quality assurance.

Students who intentionally falsify college documents or cheat on college exams or assignments will receive a grade of zero for the assignment/exam and may face suspension or termination from the program.

DIPLOMAS

In order to receive an MC College Diploma, students must satisfy the following requirements:

- Minimum 70% Final Classroom Mark
- Minimum 70% Final Practical Mark
- Minimum 70% on MC College Final Theory and Practical Exam
- Completion of all required practical work and assignments

Students who fail to successfully complete their program by their contracted end date may be subject to contract extension fees. These fees will be calculated on a weekly basis at a rate of \$200 per week.

Payment in full of all tuition and any other fees or charges is required prior to the release of any college documents. This includes; diplomas, certificates, transcripts or T2202 tax receipts.

Reprints of certificates, diplomas and tax receipts are available. The following fees apply:

Certificates:	\$25.00 each
Diploma:	\$25.00
T2202:	\$25.00

EXAM POLICY

Any student who utilizes the re-write policy for any exam will not be eligible for the MC College Creative Scholarship.

Classroom Marks

- Students must receive a passing grade of 70% for their overall Classroom Marks. If students fail to achieve this grade, they will be given the opportunity to rewrite quizzes, exams, or complete additional assignments in order to achieve a passing grade.

Classroom Practical Exams

- Practical Exams must be passed prior to proceeding to the next class. If scheduling does not allow this, progression to the next class will be at the discretion of the Campus Director.
- Students who fail a practical exam twice will have to meet with the Campus Director to discuss their continuation in the program.

FINAL EXAMS

- If a student fails a written or practical exam, they will be given two opportunities to retake the exam at no charge. Any further exam retakes will be at a cost of \$50 per try.
- Students may not take their final exams if there is a balance owing on their account.

GRADE APPEAL POLICY

MC College has clear and readily accessible marking criteria. Students who disagree with their marks should first request a review with their instructor and an explanation of how the criteria was applied within 5 business days of the instructor submitting the marks. If the outcome of the review is not satisfactory, the student should take the issue to the Campus Director.

The Campus Director will work with the student and the instructor to reach an agreement on the grade. If an agreement cannot be reached within 10 business days of submission of the grades, the issue may be forwarded to the Corporate Head Office.

CREATIVE SCHOLARSHIP

The Creative Scholarship is available for students enrolled in full time study programs only.

Scholarships are available in the amount of \$400.00 - \$800.00 for students who demonstrate excellence in the personal and technical skills necessary for successful employment. Scholarship winners must demonstrate:

- Passing grades in all classroom instruction
- Acceptable attendance
- A minimum of \$400 in retail sales
- Participation in MC College volunteer events

To apply, students must submit:

- A digital portfolio displaying the student's creativity and technical ability. This should include a

- minimum of 10 before and after photos.
- Social media handle.
- A letter stating why the student should be considered for the scholarship including a list of events you participated in.
- A letter of recommendation from an instructor.

Scholarships will be presented at the Graduation Ceremony. Scholarships must be applied for no later than two weeks prior to Graduation Ceremony.

STUDENT SERVICES

Students are eligible for 20 free services during their program. These services may be in the Salon or Spa regardless of which program the student is in. Free student services must be booked into Meevo and client services are not to be cancelled in order to accommodate student services. Service bookings must be approved by your Instructor and Salon or Spa Coordinator. Students receive a 15% discount on all retail products.

MC DOLLARS

MC College has a reward system for students. Students receive 10% of their retail sales in MC Dollars. To be eligible for MC Dollars, students must achieve a minimum of \$50 in retail sales in a month. MC Dollars may be used for purchasing retail products.

REFERRALS

You can receive \$100 if you refer a friend that enrolls in either the Hairstyling or Esthetics program. The person you refer must mention your name at their initial meeting with an Enrolment Coordinator.

SALON AND SPA WORK EXPERIENCE

MC College partners with Salons and Spas to provide work experience placements for students while they are still attending school. Days completed at the Salon or Spa Work Experience placement will be credited toward the student's program attendance. Work Experience placements must include a completed evaluation by the salon or spa supervisor. Work Experience placements are voluntary and at the discretion of the student and the Campus Director.

SOCIAL MEDIA

The use of social media is important for interaction and connection.

Platforms such as Instagram are perfect for students to showcase their work and differentiate themselves through an Instagram portfolio. Following MC College @mccollegegroup and tagging us regularly will allow you to reach more prospective clients and employers. We use our platforms to promote students' work. This will increase your chances of getting hired or booked with clients.

@mccollegegroup Instagram, TikTok and Facebook

MC ALUMNI PROGRAM

As part of the MC Alumni program, we offer you a **lifetime guarantee**: we will assist you in finding your perfect job and helping you prepare for your journeyman exams. In addition, you'll receive the following benefits:

- **Free salon and spa** services for life.
- **Referral bonus** which gives you the opportunity to receive \$100 cash for every student who enrolls at MC College that you have referred.

- Access to a **vast network of Alumni** across Canada and worldwide!
- Access to **industry job postings**.

DISPUTE RESOLUTION POLICY

The Campus Director is the appropriate authority to review all disputes. If the Campus Director is absent or named in the complaint, the Vice President will be the appropriate authority to review all disputes. The authority will request written submissions from all parties concerned and will review submissions within 2 days of receipt. Students will not be subjected to any form of retaliation as a result of filing a complaint. A student making a complaint has authorization to be represented by an agent or lawyer.

The authority will provide a written decision within one week of investigating the dispute. If the parties involved are not satisfied with the decision of the authority, the dispute may be forwarded to the Corporate Head Office. The responsible authority at the Corporate Head Office is the President. Should no solution be found, the dispute may be escalated to the appropriate Provincial Private Institution Regulatory body.

Manitoba: www.edu.gov.mb.ca/ald/contact.html

STUDENT DISMISSAL POLICY

MC College utilizes probation agreements to manage unacceptable student behaviour. These agreements outline progressive steps for improvement. In the case of gross misconduct, a Campus Director may terminate a student without written warning. Some examples of gross misconduct may include, but are not limited to: physical violence, harassment, theft, vandalism, or threatening language directed at MC College staff, students or clients.

TRANSFER POLICY

Students may request transfer to another MC College Campus. Transfers must be approved by the Campus Director. Students should request the transfer with a reasonable amount of notice and should be aware that class schedules are not the same at all MC College locations. Students must be up to date with their schedule of payments. Transfer will not be approved unless tuition payments are current. Transfers between campuses may not always be available based on campus capacities.

TRANSFER CREDIT - HAIRSTYLING & ESTHETICS PROGRAM

For students who receive credit for High School Cosmetology or Hairstyling or Esthetics training from other institutions, the following criteria must be met to receive the MC College Hairstyling or Esthetics Diploma:

- Completion of required classroom instruction; Levels 1 to 4
- Passing grades of 70% or better in written and practical
- Successful completion of the MC Final Exam
- Completion of all required practical work and assignments

NOTE: Specific hours may vary based on the amount of transfer credit granted. The above requirements represent the minimum requirements only.

PRIVACY POLICY

MC College collects students' personal information for the following reasons:

- To maintain student records as required by provincial regulations.
- To keep students/graduates informed of activities of the school.
- To issue T2202 Tax Receipts

Students' personal information is not used for any other purpose.

Information Reporting

MC College is required by provincial governments to report on the employment status of our graduates. This includes the student's name and phone number, start and end dates, and employer's contact information. MC College is also required to release grade information to third party funders. As an MC College Group student, you consent to the collection and release of such information. Student information will be shared for employment purposes or government regulatory purposes only.

For all full career training programs:

MC College retains the full student file for a period of seven (7) years following the student's withdrawal, dismissal or graduation. In British Columbia, MC College uploads a copy of the students' contract, transcripts and credential (if any) to an approved third-party vendor. These records are retained for a period of fifty-five (55) years by the third-party vendor. In all other provinces, MC College utilizes an on-site electronic file storage system.

Procedure for maintaining student files:

1. Student personal information is collected throughout the student's attendance at the institution. All required information regarding the student is placed in the student file.
2. Student files containing personal information are safely stored in locking file cabinets and access to the student files is limited to the appropriate administrative staff.
3. When a student leaves the school either by withdrawal, dismissal or graduation, a transcript is prepared showing the marks achieved in the courses completed. If the student has completed all courses within the program of study, a diploma and/or certificate(s) will be issued.
4. Within 30 days of the student leaving school, copies of the Enrollment Contract, Transcript and Diploma for full career training programs are sent to the third-party vendor for long term storage. (BC only)
5. After documents are sent for long term storage, the full student file is placed in storage.

NON-DISCRIMINATION POLICY

MC College assures fair and equal treatment in all of its admission practices for all persons. We will not discriminate on the basis of race, colour, religion, sex, marital status, sexual orientation, age nor against any qualified disabled individual. MC College prohibits discrimination against qualified individuals with disabilities on the basis of their disability. MC College will make reasonable accommodations to meet the needs of any student with disabilities.

It is the responsibility of the student to inform the College of any disabilities, physical and/or mental, which might in any way affect the student's academic progress.

ANTI-HARASSMENT POLICY

The MC College Anti-Harassment Policy defines harassment as unwelcome behaviour which humiliates, insults, excludes or degrades another person.

At MC College, harassment is defined as behaviour that is known or ought reasonably to be known to be unwelcome. Harassment has the intent or effect of creating an intimidating or hostile climate. Harassment impairs full and equal enjoyment of education. Harassment includes any physical, verbal or non-verbal abuse near or on the premises of MC College.

MC College is committed to zero tolerance of violence or any form of physical or verbal abuse.

Complaint Procedure

Nothing in the following procedures for resolving complaints of harassment stops individuals from filing a complaint with their Provincial Human Rights Commission. All complaints to be investigated by MC College will be treated in the strictest confidentiality.

The following steps should be taken if a person feels she/he is being harassed:

Step 1: Ask the Offender to Stop

Tell the person the behaviour is unwelcome, inappropriate or unacceptable.

Keep a record of the alleged incident(s) of harassment. A person does not need a written record to make complaint, but a written record will make the person's case stronger. It is also not necessary to ask the offender to stop in order to move forward with a complaint.

Step 2: Advice or Counselling

Report the situation to the Campus Director. At this informal stage, the Campus Director will review the situation and may offer advice for next steps.

Step 3: Make a Complaint

If the above steps have not resolved the alleged harassment to the complainant's satisfaction, or if the harassment continues, a formal complaint should be filed with the Campus Director. The Director will be responsible for implementing the steps outlined below for addressing complaints.

A person must make a complaint within 1 month from the date of the alleged harassment. It is best to make the complaint as soon as possible after the occurrence. A person must put her/his complaint in writing before the Campus Director. The alleged offender will be given a copy of the complaint and an opportunity to respond to the complaint in writing.

The complaint should contain the following information:

- Name of the alleged harasser
- When and where the offence took place
- A description of what happened
- Name of any witness

The Director will talk privately with both parties. Both parties may have someone they trust come with them to this meeting. The Campus Director will try to help both parties reach a resolution. If a resolution can be reached, both parties must accept the resolution in writing. The Director will monitor the terms of agreement to make sure they are respected.

If the resolution is not accepted, the person making the complaint has 10 days to ask the Vice President to investigate the situation.

Step 4: Panel

The investigation panel, appointed by the Vice President and consisting of staff and management representatives, will conduct an investigation, which must begin within 5 working days of the appointment of the panel.

The investigation panel may wish to seek appropriate legal advice. The investigation panel shall investigate all persons who may provide relevant information. Such information shall be received in the strictest confidence and shall be documented in writing. The complainant and the alleged offender shall

have the right to be accompanied in the interview by a third party of their own choice or to be represented by legal counsel at their own personal expense.

If the investigation results in a finding that harassment and/or discrimination has occurred, disciplinary measures, as determined by the Vice-President, will be imposed.

Step 5: Appeal

If the resolution is not satisfactory to the complainant or to the alleged offender, either party may appeal the decision.

The appeal must be made in writing to a third-party mediator agreed to by the complainant and the President and shall include all appropriate documentation. The appeal shall be made within 30 days of the finding made in Step 4 of this procedure.

The findings and recommendations of the third-party mediator shall be final and binding.

SEXUAL VIOLENCE PREVENTION AND RESPONSE POLICY

Purpose and Intent

The purpose of this policy is to outline MC College's position with respect to sexual violence and establish a formal response procedure for incidents of sexual violence/harassment. This document sets out our policy on sexual violence and sexual harassment, defines the prohibited behaviors and outlines our process for handling sexual violence and sexual harassment. The policy also outlines the procedures MC College will undertake to educate its community about prevention of sexual harassment.

Students receive this policy in three different ways. They are emailed an electronic copy upon enrolment; they are provided a printed copy at orientation and the policy is verbally reviewed at orientation and the policy is on our website.

Scope

The Policy applies to all members of the MC College community including students, campus staff, faculty, head office staff and any individuals associated with MC College.

Staff and Student Education and Awareness

MC College will educate students and staff to gain a better understanding of consent through:

- Regular reviews of the policy
- Resources provided through our Student Resource Centre
- Staff Professional Development training on Sexual Harassment and Prevention including content on how Sexual Harassment can be perpetrated on Social Media and other digital means.

MC College will assure that staff and student body are aware of the policies and procedures regarding sexual harassment through the following:

- The Policy is presented to the students in written form and as part of their orientation prior to start date.
- Staff will review the policy and complete professional development workshops on the topic of Sexual Harassment as part of their training process.
- Students will be provided with resources on Sexual Harassment and prevention through the

Student Resource Centre.

- Students will be provided with access to the Harassment Reporting Form.
- Guest speakers will be invited to the college to speak on topics related to Sexual Harassment and Prevention.
- The College will assure that all students have access to the policy through the College Website.
www.mccollege.ca

MC College recognizes that certain populations are at greater risk of sexual violence including:

- Young women and girls
- Indigenous women
- Individuals within the LGBT2SQ+ community
- Newcomer women

MC College will provide a female contact for the purposes of reporting any complaints of sexual harassment. MC College provides resources specific to indigenous women, individuals from the LGBTQ community and for newcomers. These resources are provided through our Student Resource Centre.

Complaint Process

If a student believes she/he has been sexually harassed, she/he may confront the harasser personally or in writing by pointing out the unwelcome behavior and request that it stop. Students may address an issue of Sexual Violence or Harassment through different means. These are:

1. Students can bring the matter to the attention of the Campus Director in a one on one meeting.
2. Students may submit a formal complaint utilizing the Harassment Reporting Form. The student may then request some form of action be taken to alter their learning environment or involve the College in possible discussion with the individual on their behalf. (Appendix 2)
3. Students may initiate a formal written complaint which may involve investigation by an external body such as police.

Investigating Reports of Sexual Harassment

Upon receiving a complaint of alleged sexual harassment, The Campus Director will request the permission of the student to further investigate the incident. If the student agrees, the Campus Director will initiate an investigation which may include the following:

- Meeting with the complainant to determine the date and time of the incident, individuals who were involved, the names of any witnesses and a description of what occurred.
- Informing the respondent of the complaint, providing details of the allegations and giving the individual an opportunity to respond to those allegations.
- Providing reasonable updates to the complainant and the respondent about the status of the investigation.
- Determining what disciplinary action, if any, should be taken.

Response Procedure

MC College recognizes the sensitive nature of sexual harassment of any form. MC College will respond to complaints of Sexual Violence/Harassment in the following manner. MC College will:

1. Listen to complaints respond in a respectful and understanding manner.
2. Seek clarification about what the student would like to do next with the complaint.
3. Respond in writing to the complaint within 15 days of receiving the complaint.
4. Provide information or make referrals to support service providers with experience addressing

sexual assault and trauma. (Appendix 1)

5. If necessary, provide the student with requested reasonable academic accommodation while on campus.
6. When necessary, provide contact information for external investigating bodies such as police.

Disciplinary Measures

If it is determined by MC College that a respondent has been involved in sexual violence or sexual harassment of a student, disciplinary action will be taken up to and including termination of employment or expulsion of a student.

In cases where criminal proceedings are initiated, the College will assist police agencies, lawyers, insurance companies, and courts to the fullest extent.

Training

MC College will educate students about the Policy by reviewing at orientation, providing workshops twice annually at the campus and publishing the policy on the institution website.

MC College will educate and train faculty and staff about this Policy and how to identify situations that involve, or could progress into sexual violence or sexual harassment and how to reduce these forms of prohibited behaviours. The training will be a part of each employee's overall training plan and must be completed within the first three months of employment. The training will be provided through webinar.

MC College will assure that senior staff and those individuals responsible for the investigation and handling of any concerns raised by the student will have participated in the MACC Training program provided by Klinik on an annual basis.

Public Reporting

MC College will make the student body and public aware of its compliance with policy by posting the following on Campus printed materials:

- The MC College Sexual Violence/Harassment Policy. This will also be published on the institution website.
- Dates and attendance of guest speakers will be recorded and publicly reported through blog posts on the institutions website.

Policy Development and Review

- Draft Policy was generated by a committee formulated by the Manitoba Association of Career Colleges with input from member colleges.
- The Policy was circulated to students of the Member Schools by way of a survey seeking input and comments from the widest possible student base assuring students have the opportunity to provide input and guidance from all communities and gender populations.
 - a. Review by senior management staff including the V.P. Operations, Human Resource Manager and Campus Director.
 - b. Review by selected student groups.

The Policy will be implemented on January 1st, 2023 and will be reviewed no later than December 7th, 2026.

GLOSSARY OF TERMS

Consent: Consent is the voluntary agreement to engage in the sexual activity in question.

Consent is central to sexual assault. The Criminal Code of Canada defines consent as it relates to sexual assault as the voluntary agreement to engage in sexual activity. An individual must actively and willingly give consent to sexual activity. Simply stated, sexual activity without consent is sexual assault.

The line between consensual sexual acts and sexual assault can be unclear. This is particularly true when an acquaintance, friend, or partner is the perpetrator.

Consenting to one kind, or instance, of sexual activity does not mean that consent is given to any other sexual activity or instance. No one consents to being sexually assaulted. Where consent does not exist (lack of agreement): a person can express a lack of agreement verbally or through conduct (such as physically resisting advances). The Criminal Code makes it clear that a person can, after initially giving consent to engage in sex, revoke consent at any time by expressing a lack of agreement to continue engaging in sexual activity.

- Is never assumed or implied
- Is not silence or the absence of “no”
- Cannot be given if the victim is impaired by alcohol or drugs, or is unconscious
- Can never be obtained through threats or coercion
- Can be revoked at any time
- Cannot be obtained if the perpetrator abuses a position of trust, power or authority

Cyber harassment/cyber stalking: Often used interchangeably, cyber harassment and cyber stalking are defined as repeated, unsolicited, threatening behavior by a person or group using cell phone or Internet technology with the intent to bully, harass, and intimidate a victim. The harassment can take place in any electronic environment where communication with others is possible, such as on social networking sites, on message boards, in chat rooms, through text messages, or through email.

Date rape: The term “date rape” is interchangeable with “acquaintance sexual assault”. It is sexual contact that is forced, manipulated, or coerced by a partner, friend or acquaintance.

Disclosure: For the purposes of this document, a disclosure is made to any individual other than the police or other judicial official.

LGBT2SQ+: The LGBT2SQ+ community includes people who identify as lesbian, gay, bisexual, transgender, Two-Spirit, queer, questioning, intersex, asexual, pansexual and/or gender fluid.

Rape: Rape is a term used to describe vaginal, oral or anal intercourse, without consent. Although the term is no longer used in a legal sense in Canada, it is still commonly used and widely understood.

Sexual assault: Sexual assault is any type of unwanted sexual act done by one person to another that violates the sexual integrity of the victim. Sexual assault is characterized by a broad range of behaviors that involve the use of force, threats, or control towards a person, which makes that person feel uncomfortable, distressed, frightened, threatened, carried out in circumstances in which the person has not freely agreed, consented to, or is incapable of consenting to. Sexual assault is a [crime](#).

Sexual harassment: Sexual harassment is unwanted sexual attention directed at an individual by someone whose conduct including comments, gestures, and/or actions are offensive, inappropriate, intimidating, hostile, and unwelcome. Sexual harassment often occurs in environments in which sexist or homophobic jokes and materials have been allowed.

Sexual violence: 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.

Reviewed and updated December 16, 2022. Renewal Date December 7, 2026.