

## Sexual Misconduct Policy

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Pacific Rim Early Childhood Institute Inc. courses are all administered through distance education and as such, staff members and students rarely come into contact with each other. However, there is still the possibility of inappropriate communication and the possibility of sexual misconduct during on-site practicums within the student's community.

Pacific Rim supports its educational mission by fostering a community based on diversity, inclusivity, and safety. Consistent with these values, the Institute is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the Institute community. The Institute does not discriminate on the basis of sex or gender.

Students are expected to act professionally and appropriately at all times. Students not conducting their behaviour in a manner that is appropriate will be subject to the Institute's Dismissal Policy. Likewise, we expect our students to be treated respectfully at all times. If a situation arises during a practicum, we will provide students the opportunity to switch practicums to another location where they feel safe and respected.

The Institute prohibits sexual assault, sexual and gender-based harassment, online harassment, stalking, and retaliation. These actions are expressly forbidden and will not be tolerated at the Institute.

Any concerns of sexual misconduct should be reported to the administrator as soon as possible. The Institute will seek to respond in an appropriate and timely way with a fair response to reports of sexual misconduct.

The Institute strongly encourages anyone who believes they experienced a sexual assault (or any other crime) to make a report to their local police department.