



TITLE: CHILD SEXUAL ABUSE PREVENTION

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1.0 OBJECTIVE

To ensure an organizational culture that is committed to the prevention of child Sexual Abuse.

2.0 DEFINITIONS

In this policy,

- 2.1 **Appropriate Physical Contact** means touching a student, within reasonable boundaries, in response to meeting their education and well-being needs.
- 2.2 **Board** means the Board of Trustees of the Ottawa-Carleton District School Board.
- 2.3 **Concerning Behaviour** means behaviour deemed by a reasonable observer as possibly violating reasonable boundaries, posing a risk to the personal integrity or security of a student, or contributing to a student's physical or psychological discomfort/jeopardy.
- 2.4 **Disclosure** means the process in which a student reveals inappropriate experiences, either formally or informally, voluntarily or in response to others' invitations to tell.
- 2.5 **District** means the Ottawa-Carleton District School Board.
- 2.6 **Grooming** is a purposeful process used to manipulate the **trust and** perception of a child **student, and may include** the adults around the child **student, to manipulate, exploit, or abuse the** ~~gain sexual access and ongoing access to that child~~ **student.**
- 2.7 **Protected Grounds** means the attributes or characteristics upon which discrimination is prohibited under the Ontario Human Rights Code or by the OCDSB. The Code-Protected Grounds are age, ancestry, citizenship, colour, creed (religion), disability (including mental, physical, developmental or learning disabilities), ethnic origin, family status (such as being in a parent-child relationship), gender expression, gender identity, marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship

outside of marriage, whether in a same-sex or opposite-sex relationship), place of origin, race, record of offences (criminal conviction for a provincial offence, or for an offence for which a pardon has been received), sex (including pregnancy and breastfeeding), and sexual orientation.

An additional ground protected from discrimination at the OCDSB is socioeconomic disadvantage.

- 2.8 **Sexual Abuse** of a student includes a range of behaviours, **in person or virtually**, from obvious contact to less obvious non-contact offences, including, but not limited to:
- a) sexual intercourse or other forms of physical sexual relations with a student;
 - b) touching or invitation to touching of a sexual nature with a student; or
 - c) Behaviour, remarks, gestures or requests of a sexual nature, voyeurism or exposure to pornography.
- 2.9 **Sexual Exploitation** is a form of Sexual Abuse that occurs when a child **student** engages in sexual activity, usually through manipulation or coercion, in exchange for items, ~~such as money, drugs, food, or shelter~~ **preferential treatment, rewards, or grades.**

3.0 GUIDING PRINCIPLES

- 3.1 Every student has the right to feel safe at school without fear of abuse, whether emotional, physical, or sexual.
- 3.2 The Board believes that consensual and Appropriate Physical Contact with students, and curriculum based instruction on human development and sexual health, can be components of caring, professional relationships to support student learning and well-being.
- 3.3 The Board acknowledges that the relationship between adults working or volunteering in schools and students is a relationship of trust, power, and authority and therefore adults will always bear the responsibility for conducting themselves with integrity and professionalism.
- 3.4 The Board has a duty of care toward all students who attend OCDSB schools and a legal obligation to protect them from Sexual Exploitation and abuse.
- 3.5 The Board recognizes that Sexual Abuse can occur regardless of ~~age, sex, sexual orientation, gender, gender identity or expression, relationship status, race, ethnicity, abilities or socioeconomic status.~~ **Protected Grounds and** The Board recognizes that groups facing systemic discrimination, bullying, and isolation are at increased risk of Sexual Abuse. and **The Board** therefore supports early intervention to reduce the vulnerability of these groups and and promote their sense of safety and belonging to school.
- 3.6 The Board acknowledges recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls and in particular Calls for Justice 11.1 and 11.2,

and supports education and awareness programs for Indigenous children and youth on the issue of Grooming for Sexual Exploitation and abuse.

- 3.7 The Board recognizes that students who are victims of Sexual Abuse may experience a range of effects that can profoundly affect their learning, lives, and well-being.
- 3.8 The Board believes that early identification and early intervention in response to Concerning Behaviour is critical to prevention.

4.0 SPECIFIC DIRECTIVES

- 4.1 In collaboration with all members of the school community, the District shall make every effort to protect students from Sexual Abuse by:
 - a) implementing an awareness and education programs to prevent and identify Grooming behaviours;
 - b) **building a culture of trust, responsibility, and open dialogue that encourages appropriate behaviour and an understanding of how to appropriately report and raise concerns about questionable and inappropriate behaviour;**
 - c) protecting people who report concerns from retaliation; and
 - d) treating seriously all reports of Concerning Behaviour and conducting investigations in accordance with District Policies/procedures.
- 4.2 The District shall consider trauma-informed outreach and culturally relevant supports to marginalized groups to build their awareness and support their protection.
- 4.3 The District shall engage in ongoing consultation with community organizations to implement prevention strategies that are responsive to the needs of students and members of the local school community.
- 4.4 The District shall provide training and awareness for staff, volunteers, and students about the recognition, addressing, and reporting of early signs of child Sexual Exploitation and Abuse, and appropriate response to Disclosures that support the immediate physical and emotional safety needs of students.
- 4.5 The District shall have practices in place for the reporting of Concerning Behaviour to the appropriate supervisor and [Policy P.103.HR Alleged Employee Misconduct towards a Student](#) shall be followed where the employee behaviour meets the threshold of possible misconduct.
- 4.6 The District shall provide a fair and professional assessment of and follow up on reported Concerning Behaviour while providing protection of students and their privacy.
- 4.7 All responses to Concerning Behaviour and/or allegations of misconduct shall be trauma-informed, culturally relevant, and victim-centered to safeguard the safety, mental health, and well-being of students.

- 4.8 The District shall establish a process for employees to complete an annual declaration confirming their review of this policy and associated procedures, and understanding of and responsibilities for ensuring child **the** protection **of students**.
- 4.9 The Board shall allocate resources necessary to support the implementation of this policy.
- 4.10 The Director of Education/Secretary of the Board is authorized to issue such procedures, guidelines, and other materials as may be necessary to implement this policy.

5.0 REFERENCE DOCUMENTS

[Education Act, 1990](#)

[Accessibility for Ontarians with Disabilities Act](#)

[Anti-Racism Act](#)

[Municipal Freedom of Information and Protection of Privacy Act](#)

[Human Rights Code, R.S.O. 1990, c. H.19](#)

[Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

[Policy/Program Memorandum 166 Keeping Students Safe: Policy Framework for School Board](#)

[Anti-Sex Trafficking Protocols](#)

[OCT Professional Misconduct of a Sexual Nature - Professional Advisory](#)

OCDSB Policy [P.100.IT Appropriate Use of Technology](#)

OCDSB Policy [P.103.HR Alleged Employee Misconduct Toward a Student](#)

OCDSB Policy [P.147.GOV Human Rights](#)

OCDSB Procedure [PR.533.SCO Police Involvement in Schools](#)

OCDSB Procedure [PR.542.HR Alleged Employee Misconduct Toward a Student](#)

OCDSB Procedure [PR.605.SCO Reporting Suspected Child Abuse and Neglect of a Student under 16 Years of Age](#)

OCDSB Procedure [PR.622.IT Appropriate Use of Technology](#)

OCDSB Procedure [PR.694.SCO Child Sexual Abuse Prevention](#)