

form of sexual violence, discrimination, intimidation, harassment and assault (See Annex A for definitions);

- b) abuse or traffic alcohol at any time or encourage its abuse, or allow this abuse to take place in the apartment or residence provided to them by Post Secondary Services (abuse is drinking resulting in intoxication or irresponsible behavior);
- c) be in possess, use, or traffic illegal drugs;
- d) participate in fighting, roughhousing, destruction of property or stealing or any type illegal action;
- e) possess a weapon or materials which endanger the health, safety or property of others;
- f) commit indecent or immoral acts;
- g) make false declaration or commit fraud.

3. CONSEQUENCES

- 3.1 principles Any violation of this Code will result in a serious evaluation of a student's or dependent's status within the Sponsorship Program by the Director of Post Secondary Services and may result in immediate dismissal and/or suspension of sponsorship.

When only the dependent is at fault, KI may decide to maintain his exclusion from the access to sponsorship as dependent for at least 12 months..

- 3.2 sanctions For any violation of the Code of Conduct the Director of Post Secondary Services may deem appropriate considering the situation to issue:
- a) for the first offence: a verbal warning;
 - b) for the second offence: a written warning;
 - c) for subsequent offence: a final written warning or termination.

In any serious matter, termination of the sponsorship may be applied immediately

4. INVESTIGATION

- 4.1 process When the Director deems it appropriate, a formal investigation may be conducted in any situation where this Code is not respected. The services of external resources may be used if necessary, particularly in situations of misconduct related to sexual violence, harassment and assault.



5. APPLICATION OF THIS CODE OF CONDUCT

5.1 The present Code of Conduct replaces all other provisions of the Board pertaining to this subject.

5.2 previous provisions Any person referred to in this Code of Conduct must abide to all its provisions and all KI managers are responsible for ensuring that all its provisions are applied and respected.

responsibility The Director of Post Secondary Services is the person responsible for providing support in the interpretation of this Code of Conduct and to ensure its revision when necessary.



ANNEX A

Definitions

For the purposes of this Code, the following definitions apply:

a) Sexual Violence means sexual act or acts targeting a person's sexuality, gender identity, or gender expression that is committed, threatened, or attempted against a person without the person's Consent and may occur in person, in writing, by phone, or by any means of communication, including online and social media. Sexual Violence includes:

- i) sexual assault, meaning sexual contact with another person without that person's Consent;
- ii) sexual harassment, meaning Conduct of a Sexual Nature
 - A) whereby sexual activity:
 - 1. is made an explicit or implicit term or condition of an individual's employment or status in a course, program, or activity; or
 - 2. is used as a basis for an employment or educational decision affecting an individual;

or

(B) the effect of which is to impair that person's work or educational performance where it is known or ought to be known that the conduct is unwelcome;

- iii) stalking, meaning repeatedly watching or following another person, where the person feels that the stalking is connected with gender or sexual identity;
- iv) indecent exposure, meaning exposing one's genitals in a public place or to another person in a manner that is threatening or offensive;
- v) voyeurism, meaning the surreptitious observation or recording of a person by mechanical or electronic means;
- vi) distribution of sexual images, meaning the distribution of an image, photo, or video of a person of a sexual nature, without that person's Consent; and
- vii) sexual exploitation, meaning abuse or exploitation of another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose.

b) Discrimination: Direct, indirect or systemic unfair treatment of a person or class of persons in comparison to others because of race, colour, sex, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap which deprives them of equal rights or privileges in the workplace or place of study.

c) Discriminatory harassment: Vexatious or contemptuous behaviour that manifests itself by comments, actions or gestures related to discrimination that are repetitive, hostile or unwanted. This behaviour affects the individual's dignity, psychological or physical integrity and leads to a harmful work or study environment for this person.

