

10TH HUMAN RIGHTS SUMMIT

December 2, 2021

SKU CLE21-0120200

Table of Contents

HRTO Update: Litigating before the Tribunal, Post-Pandemic

TAB 1A **Choice of Forum and Claims about Disability..... 1A - 1 to 1A - 7**

Hossein Moghtaderi, *Filion Wakely, Thorup, Angeletti LLP*
Micah Fysh, *Filion Wakely, Thorup, Angeletti LLP*

TAB 1B **Litigating at the HRTO 1B - 1 to 1B - 2**

Eva Nichols, Member, *Human Rights Tribunal of Ontario*

TAB 1C **Litigating before the Human Rights Tribunal of Ontario,
Post-Pandemic: A Disability Rights Perspective1C - 1 to 1C - 10**

Mariam Shanouda, *ARCH Disability Law Centre*
Jessica De Marinis, *ARCH Disability Law Centre*

TAB 1D **Choice of Forum For Employment-Based
Human Rights Complaints In Ontario
(Update – Post *Horrocks* and *Morningstar*) 1D - 1 to 1D - 18**

Morgan Sim, *Parker Sim LLP*
Jonas Granofsky, *Parker Sim LLP*

When Does a Flexible Work Schedule Become a Human Rights Issue?

TAB 2 Family Status and Flexible Work Schedule.....2 - 1 to 2 - 11

Wade Poziomka, Ross & McBride LLP

The Intersection of COVID-19 and Human Rights

**TAB 3A The Intersection of COVID-19 and Human Rights
Case Summaries 3A - 1 to 3A - 4**

Cara Gibbons, Solicitor Employment Law, City of Toronto Legal Services

**TAB 3B COVID, Privacy & Human Rights: The Usual and Required
Balancing Act.....3B - 1 to 3B - 18**

*Archana Mathew, Grievance Officer, Ontario Public Service Employees
Union (OPSEU)*

**TAB 3C Ontario occupational health record law in deep need
of correction.....3C - 1 to 3C - 9**

Daniel Michaluk, Borden Ladner Gervais LLP

Competing Rights Issues: Balancing Freedom of Expression with Respectful Workplace

**TAB 4A Disciplining Employees for their Expression
Inside and Outside the Workplace 4A - 1 to 4A- 14**

*Faisal Bhabha, Associate Professor, Osgoode Hall Law School, York
University*

**TAB 4B Off-Duty Social Media Use and The Workplace: Balancing
Competing Rights4B - 1 to 4B - 22**

*Mariam Moktar (she/her), Goldblatt Partners LLP
Rye Dutton (they/them), Goldblatt Partners LLP*

TAB 4C **Freedom of Expression in the Workplace: Employees
have opinions – when and how can they express them?....4C - 1 to 4C - 9**

Elizabeth Traynor, *Siskinds LLP*
Brooklyn Hallam, Student-at-law, *Siskinds LLP*

Major Case Law Update

TAB 5A **Major Case Law Update: Notable Human Rights
Tribunal/Board of Inquiry Decisions..... 5A - 1 to 5A - 23**

**Remedies Awarded by the Human Rights Tribunal of Ontario –
November 1, 2020 to October 31, 2021 5A - 24 to 5A - 58**

Melissa Mark, Counsel, *Human Rights Legal Support Centre*

TAB 5B **Major Case Law Update – Court and Arbitral Decisions 5B - 1 to 5B - 6**

Priya Sarin, *Sherrard Kuzz LLP*