

Sept 4, 2019


Workplace Investigations: A Comprehensive Look at Emerging Issues and Practical Solutions

CO-CHAIRS: **Lauren Bernardi**, *Bernardi Human Resource Law LLP*

Jennifer MacKenzie, *JMJ Workplace Investigation Law LLP*

September 23, 2019

9:00 a.m. to 4:00 p.m.

**Total CPD Hours = 4 h Substantive + 1 h + 30 m Professionalism 
+ 30 m EDI Professionalism **

**Law Society of Ontario
Donald Lamont Learning Centre
130 Queen St. W.
Toronto, ON**

SKU CLE19-0090801


Agenda




9:00 a.m. – 9:10 a.m.

Welcome & Opening Remarks

Lauren Bernardi, Bernardi Human Resource Law LLP

Jennifer MacKenzie, JMJ Workplace Investigation Law LLP

9:10 a.m. – 9:40 a.m.	Statutory Framework and Key Concepts Krista Siedlak, <i>Turnpenney Milne LLP</i>
9:40 a.m. – 10:05 a.m.	Top Cases in Workplace Investigations Inna Koldorf, <i>Miller Thomson LLP</i>
10:05 a.m. – 10:25 a.m.	Determining Who Should Investigate (20 minutes ) Megan Burkett, <i>McMaster University, Office of Legal Services</i> Dorian Persaud, <i>Persaud Employment Law</i>
10:25 a.m. – 10:35 a.m.	Question and Answer Session
10:35 a.m. – 10:50 a.m.	Coffee and Networking Break
10:50 a.m. – 11:20 a.m.	Role of Investigators and Role of Lawyers Representing the Parties (25 minutes  + 5 minutes EDI ) Hermie Abraham, <i>Advocation Professional Corporation</i> Justin Diggle, Employee and Labour Relations, Senior Legal Counsel, <i>The Regional Municipality of Peel</i> Arleen Huggins, <i>Koskie Minsky LLP</i>
11:20 a.m. – 12:05 a.m.	The Investigative Process Sarah Crossley, <i>Filion Wakely Thorup Angeletti LLP</i> Alison Renton, <i>Bernardi Human Resource Law LLP</i>

12:05 a.m. – 12:15 p.m.	Question and Answer Session
12:15 p.m. – 1:15 p.m.	Lunch will be provided
1:15 p.m. – 2:15 p.m.	<p>Trauma Informed Investigations (20 minutes EDI )</p> <p>Lauren Bernardi, <i>Bernardi Human Resource Law LLP</i></p> <p>Tanya (Toni) De Mello, Director of Human Rights Equity, Diversity and Inclusion, <i>Ryerson University</i></p> <p>Pilar Michaud, Director, Human Rights and Dispute Resolution, Equity and Inclusion Office, <i>McMaster University</i></p> <p>Hagar Akua Prah, Consultant on Sexual Violence Prevention and Response, Equity and Inclusion Office, <i>McMaster University</i></p>
2:15 p.m. – 2:25 p.m.	Question and Answer Session
2:25 p.m. – 2:40 p.m.	Coffee and Networking Break
2:40 p.m. – 3:20 p.m.	<p>Challenges and Conflicts: The Thorny Issues (35 minutes  + 5 minutes EDI )</p> <p>Lauren Bernardi, <i>Bernardi Human Resource Law LLP</i></p> <p>Jennifer MacKenzie, <i>JMJ Workplace Investigation Law LLP</i></p> <p>Dean Benard, <i>Benard & Associates</i></p> <p>Monica Jeffrey, <i>JMJ Workplace Investigation Law LLP</i></p> <p>Natasha Savoline, <i>Bernardi Human Resource Law LLP</i></p>

3:20 p.m. – 3:50 p.m.

Post-Investigation & Conflict Resolution (10 minutes )

Blaine Donais, *Donais Mediations and Arbitrations Inc.*

Ashley Lattal, *Lattal Law*

3:50 p.m. – 4:00 p.m.

Question and Answer Session

4:00 p.m.

Program Ends