

# **Workplace Investigations:**

## **A Comprehensive Look at Emerging Issues and Practical Solutions**

**September 23, 2019**

**SKU CLE19-0090801**

### **Table of Contents**

<b>TAB 1</b>	<b>Understanding the Statutory Framework and Key Concepts .....</b>	<b>1 - 1 to 1 - 14</b>
	<i>Krista Siedlak, Turnpenney Milne LLP</i>	
	<i>Angela Wong, Turnpenney Milne LLP</i>	
<b>TAB 2</b>	<b>Top Cases in Workplace Investigations.....</b>	<b>2 - 1 to 2 - 12</b>
	<i>Inna Koldorf, Miller Thomson LLP</i>	
	<i>Michael Cleveland, Miller Thomson LLP</i>	
<b>TAB 3A</b>	<b>Determining Who Should Investigate .....</b>	<b>3A - 1 to 3A - 6</b>
	<i>Megan Burkett, McMaster University</i>	
<b>TAB 3B</b>	<b>Determining Who Should Investigate .....</b>	<b>3B - 1 to 3B - 4</b>
	<i>Megan Burkett, McMaster University</i>	
	<i>Dorian Persaud, Persaud Employment Law</i>	

**TAB 4A      Role of Investigators and Role of Lawyers  
Representing the Parties: Considerations for  
Counsel to the Respondent or Complainant ..... 4A - 1 to 4A - 10**

Hermie Abraham, *Advocation Professional Corporation*

**TAB 4B      Role of Investigators and Role of Lawyers Representing  
the Parties: Considerations for In-House Counsel .....4B - 1 to 4B - 6**

Justin Diggle, Employee and Labour Relations, Senior Legal Counsel,  
*The Regional Municipality of Peel*

**TAB 4C      Role of Investigators and Role of Lawyers  
Representing the Parties.....4C - 1 to 4C - 17**

Arleen Huggins, *Koskie Minsky LLP*

Sydney Edmonds, Articling Student, *Koskie Minsky LLP*

**TAB 5      The Investigative Process .....5 - 1 to 5 - 25**

Sarah Crossley, *Filion Wakely Thorup Angeletti LLP*

Laura Freitag, *Filion Wakely Thorup Angeletti LLP*

Alison Renton, *Bernardi Human Resource Law LLP*

**TAB 6      Trauma Informed Investigations of Sexual Violence .....6 - 1 to 6 - 23**

Tanya (Toni) De Mello, Director of Human Rights  
Equity, Diversity and Inclusion, *Ryerson University*

Pilar Michaud, Director, Human Rights and Dispute Resolution,  
Equity and Inclusion Office, *McMaster University*

Hagar Akua Prah, Consultant on Sexual Violence Prevention and  
Response, Equity and Inclusion Office, *McMaster University*

**TAB 7A      Workplace Restoration Primer ..... 7A - 1 to 7A - 4**

Blaine Donais, *Donais Mediations and Arbitrations Inc.*

**TAB 7B      Effectively Communicating the Outcome of a  
Workplace Investigation: A Critical Step.....7B - 1 to 7B - 4**

Ashley Lattal, *Lattal Law*