

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, Turnpenney Milne LLP*
- 9:40 a.m. – 10:05 a.m.**      **Top Cases in Workplace Investigations**  
*Inna Koldorf, Miller Thomson LLP*
- 10:05 a.m. – 10:25 a.m.**      **Determining Who Should Investigate (20 minutes )**  
*Megan Burkett, McMaster University, Office of Legal Services*  
*Dorian Persaud, Persaud Employment Law*
- 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, Advocation Professional Corporation*  
*Justin Diggle, Employee and Labour Relations, Senior Legal Counsel, The Regional Municipality of Peel*  
*Arleen Huggins, Koskie Minsky LLP*
- 11:20 a.m. – 12:05 a.m.**      **The Investigative Process**  
*Sarah Crossley, Filion Wakely Thorup Angeletti LLP*  
*Alison Renton, Bernardi Human Resource Law LLP*

**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.**

**Trauma Informed Investigations (20 minutes EDI )**

Lauren Bernardi, *Bernardi Human Resource Law LLP*

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*



**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.**

**Challenges and Conflicts: The Thorny Issues  
(35 minutes  + 5 minutes EDI )**

Lauren Bernardi, *Bernardi Human Resource Law LLP*

Jennifer MacKenzie, *JMJ Workplace Investigation Law LLP*

Dean Benard, *Benard & Associates*

Monica Jeffrey, *JMJ Workplace Investigation Law LLP*

Natasha Savoline, *Bernardi Human Resource Law LLP*

**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**