

# Workplace Investigations 2024



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

**Nathaniel Marshall**, *Marshall Workplace Law*

**November 14, 2024**

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

**Total CPD Hours = 3 h + 40 m Substantive + 1 h + 35 m Professionalism <sup>P</sup>  
+ 45 m EDI Professionalism <sup>E</sup>**

**Webcast**

**Law Society of Ontario**

**SKU CLE24-01103**

## **Agenda**

**9:00 a.m. – 9:05 a.m.**

**Welcome**

*Lauren Bernardi, Bernardi Human Resource Law LLP*

*Nathaniel Marshall, Marshall Workplace Law*

<b>9:05 a.m. – 9:35 a.m.</b>	<b>Recent Case Law on Procedural Fairness</b>  Erin Durant, <i>Durant Barristers</i>  Sarah Vokey, <i>Sarah Vokey Law Professional Corporation</i>
<b>9:35 a.m. – 9:40 a.m.</b>	<b>Question and Answer Session</b>
<b>9:40 a.m. – 10:10 a.m.</b>	<b>What Types of Investigations Are Available?</b>  Megan Burkett, Office of Legal Services, <i>McMaster University</i>  Paul Cassan, <i>Wishart Law Firm LLP</i>  Blaine Donais, <i>Workplace Fairness International</i>
<b>10:10 a.m. – 10:15 a.m.</b>	<b>Question and Answer Session</b>
<b>10:15 a.m. – 10:35 a.m.</b>	<b>The Role of Counsel and Union Representation (20m </b> )  Jason Fraser, General Counsel, <i>York Regional Police</i>  Hena Singh, <i>Singh Lamarche LLP</i>
<b>10:35 a.m. – 10:40 a.m.</b>	<b>Question and Answer Session (5 m </b> )
<b>10:40 a.m. – 11:00 a.m.</b>	<b>Break</b>
<b>11:00 a.m.– 11:35 a.m.</b>	<b>Best Practices for Avoiding Liability for Investigators (35 m </b> )  Timothy Gleason, <i>Dewart Gleason LLP</i>  Aleksandra Pressey, <i>Williams HR Law LLP</i>  Grace Vaccarelli, Human Rights Lawyer and Investigator

<b>11:35 a.m. – 11:40 p.m.</b>	<b>Question and Answer Session (5 m <sup>P</sup>)</b>
<b>11:40 a.m. – 12:00 p.m.</b>	<b>Balancing Procedural Fairness, Reducing both Psychological Harm to Parties and Length of Investigations</b>  Devan Corrigan, <i>Corrigan HR Consulting Inc.</i>  Melanie Reist, <i>Reist Krauss Bauer LLP</i>
<b>12:00 p.m. – 12:05 p.m.</b>	<b>Question and Answer Session</b>
<b>12:05 p.m. – 1:05 p.m.</b>	<b>Lunch Break</b>
<b>1:05 p.m. – 1:45 p.m.</b>	<b>Understanding Cognitive Biases (40 m <sup>E</sup>)</b>  Mihad Fahmy, Barrister & Solicitor  Nicole Kaniki, Senomi Solutions Inc.
<b>1:45 p.m. – 1:55 p.m.</b>	<b>Question and Answer Session (5 m <sup>E</sup>)</b>
<b>1:55 p.m. – 2:15 p.m.</b>	<b>Addressing Gender-Based Harassment and Workplace Mobbing</b>  Gillian Hnatiw, <i>Gillian Hnatiw &amp; Co.</i>  Suhaib Ibrahim, <i>Bernardi Human Resource Law LLP</i>
<b>2:15 p.m. – 2:20 p.m.</b>	<b>Question and Answer Session</b>
<b>2:20 p.m. – 2:40 p.m.</b>	<b>Break</b>

- 2:40 p.m. – 3:00 p.m.**      **The Poisoned Work Environment - Differences between OSHA and the Code**
- Mark Hart, Arbitrator/Mediator
- Deborah Hudson, *Hudson Sinclair LLP*
- 3:00 p.m. – 3:05 p.m.**      **Question and Answer Session**
- 3:05 p.m. – 3:25 p.m.**      **How to Assess Credibility When There Are Trauma or Mental Health Issues**
- Maria Gergin Phillips, *Gergin Phillips Investigations*
- Danielle Robitaille, *Henein Hutchison Robitaille LLP*
- 3:25 p.m. – 3:30 p.m.**      **Question and Answer Session**
- 3:30 p.m. – 3:55 p.m.**      **Report Writing – Best Practices (25 m P)**
- Carly Dunster, *Turnpenney Milne LLP*
- William Goldbloom, *WG Resolutions*
- 3:55 p.m. – 4:00 p.m.**      **Question and Answer Session (5 m P)**
- 4:00 p.m.**                      **Program Ends**