

Workplace Investigations 2025



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

Paul Cassan, *Wishart Law Firm LLP*

November 12, 2025

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

**Total CPD Hours = 3 h 20 m Substantive + 2 h 5 m Professionalism ^P
+ 35 m EDI Professionalism ^E**

Webcast

Law Society of Ontario

SKU CLE25-01104

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Lauren Bernardi, Bernardi Human Resource Law LLP

Paul Cassan, Wishart Law Firm LLP

9:05 a.m. – 9:30 a.m.

Managing Investigations (25 m ^P)

Greg Hutchinson, Barker Hutchinson & Associates Ltd.

Monica Jeffrey, JMJ Workplace Investigation Law LLP

- 9:30 a.m. – 9:40 a.m.** **Question and Answer Session (10 m P)**
- 9:40 a.m. – 10:10 a.m.** **Trauma Informed and Culturally Sensitive Processes (30 m e)**
- Jean-Michel Fréchette, *Fréchette Mediation*
- Caroline (Nini) Jones, *Jones Pearce LLP*
- Wanda Shreve, *Wanda Shreve Law Professional Corporation*
- 10:10 a.m. – 10:15 a.m.** **Question and Answer Session (5 m e)**
- 10:15 a.m. – 10:40 a.m.** **Perceptions of Fairness (25 m P)**
- Dr. Carla MacLean, Psychology Department, *Kwantlen Polytechnic University*
- 10:40 a.m. – 11:00 a.m.** **Break**
- 11:00 a.m.– 11:45 a.m.** **Procedural Fairness**
- Sandeep Joshi, *Kushneryk Morgan LLP*
- Danielle Robitaille, *Henein Hutchison Robitaille LLP*
- Gillian Shearer, *Shearer Parnega LLP*
- 11:45 a.m. – 12:00 p.m.** **Question and Answer Session**
- 12:00 p.m. – 1:00 p.m.** **Lunch Break**

1:00 p.m. – 1:30 p.m.	Role of Counsel (30 m ^P) Daniel Chodos, <i>Whitten & Lublin Professional Corporation</i> Jessyca Greenwood, <i>Greenwood Law</i> Hena Singh, <i>Singh Lamarche LLP</i>
1:30 p.m. – 1:40 p.m.	Question and Answer Session (10 m ^P)
1:40 p.m. – 2:00 p.m.	When Does Managerial Behaviour Rise to the Level of Harassment Deborah Hudson, <i>Hudson Sinclair LLP</i> Krupa Shah, <i>Ricketts Harris LLP</i>
2:00 p.m. – 2:05 p.m.	Question and Answer Session
2:05 p.m. – 2:25 p.m.	Break
2:25 p.m. – 3:00 p.m.	Investigating Discrimination Ena Chadha, LSM, Human Rights Lawyer & Investigator Tanya (Toni) De Mello, Vice-President, Equity and Community Inclusion, <i>Toronto Metropolitan University</i>
3:00 p.m. – 3:10 p.m.	Question and Answer Session
3:10p.m. – 3:30 p.m.	Evidentiary Considerations William Goldbloom, <i>WG Resolutions</i> Joy Hulton, <i>Hulton Workplace Resolutions</i>

3:30 p.m. – 3:35 p.m.

Question and Answer Session

3:35 p.m. – 3:55 p.m.

Investigator Biases (20 m )

Mihad Fahmy, Barrister and Solicitor

Brian Gottheil, *Bernardi Human Resource Law LLP*

3:55 p.m. – 4:00 p.m.

Question and Answer Session (5 m )

4:00 p.m.

Program Ends