

Workplace Investigations 2023



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

Nathaniel Marshall, *Marshall Workplace Law*

November 6, 2023

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

**Total CPD Hours = 2 h 30 m Substantive + 2 h Professionalism ^P
+ 1 h 30 m EDI Professionalism ^E**

Webcast

Law Society of Ontario

SKU CLE23-01102

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Lauren Bernardi, *Bernardi Human Resource Law LLP*

Nathaniel Marshall, *Marshall Workplace Law*

9:05 a.m. – 9:35 a.m.

Hot Seat Panel: Competence and Qualifications Required to Be an Investigator (30 m ^P)

Mihad Fahmy, Barrister and Solicitor

Ashley Lattal, *Lattal Law*

Dorian Persaud, *Persaud Employment Law*

- 9:35 a.m. – 9:45 a.m.** **Question and Answer Session (10 m P)**
- 9:45 a.m. – 10:00 a.m.** **Claims Against Investigators (15 m P)**
Tim Gleason, *Dewart Gleason LLP*
Megan Shortreed, *Paliare Roland Rosenberg Rothstein LLP*
- 10:00 a.m. – 10:05 a.m.** **Question and Answer Session (5 m P)**
- 10:05 a.m. – 10:35 a.m.** **Hot Seat Panel: Procedural Fairness and Ensuring Findings Are Legally Sound**
Megan Burkett, Office of Legal Services, *McMaster University*
Paul Cassan, *Wishart Law Firm LLP*
Ena Chadha, Barrister and Solicitor
- 10:35 a.m. – 10:40 a.m.** **Question and Answer Session**
- 10:40 a.m. – 11:00 a.m.** **Break**
- 11:00 a.m.– 11:50 a.m.** **Trauma Informed Processes and Preventing Further Harm (50 m P)**
Dean Benard, President and CEO, *Benard + Associates*
Erin Durant, *Durant Barristers*
Lenore Lukasik-Foss, Director, Sexual Violence Prevention and Response Office and Anti-Oppression Programs, *McMaster University*

11:50 a.m. – 12:00 p.m.	Question and Answer Session (10 m )
12:00 p.m. – 1:00 p.m.	Lunch Break
1:00 p.m. – 1:10 p.m.	Navigating Overlapping Jurisdictions Rob Boswell, <i>Boswell Employment Law</i>
1:10 p.m. – 1:15 p.m.	Question and Answer Session
1:15 p.m. – 1:55 p.m.	Investigating Systemic Racism (40 m ) Alex Battick, <i>Battick Legal Advisory</i> Esi Codjoe, <i>Turnpenny Milne LLP</i>
1:55 p.m. – 2:05 p.m.	Question and Answer Session (5 m )
2:05 p.m. – 2:15 p.m.	Investigating Workplace Mobbing Suhaib Ibrahim, <i>Bernardi Human Resource Law LLP</i>
2:15 p.m. – 2:20 p.m.	Question and Answer Session
2:20 p.m. – 2:40 p.m.	Break
2:40 p.m. – 3:20 p.m.	Investigating Sexual Assault (40 m ) Danielle Robitaille, <i>Henein Hutchison Robitaille LLP</i> Adriel Weaver, <i>Goldblatt Partners LLP</i>

3:20 p.m. – 3:25 p.m.

Question and Answer Session (5 m )

3:25 p.m. – 3:55 p.m.

Recent Case Law on Workplace Investigations

Jason Fraser, General Counsel, *York Regional Police*

Jessica Greenwood, *RavenLaw*

3:55 p.m. – 4:00 p.m.

Question and Answer Session

4:00 p.m.

End of Program