Annual Update on Human Rights

Date: Monday, May 30, 2016 | 9:00 am – 4:30 pm

Location: Twenty Toronto Street Conferences and Events
20 Toronto Street, 2nd Floor, Toronto

Program Chairs: Dean Ardron, Ursel Philips Fellows Hopkinson LLP
Kathryn Bird, Hicks Morley Hamilton Stewart Storie LLP
Diane Janisse, Legal Aid Ontario Clinic Resource Office

If your practice touches on human rights law, this program is a must-attend event for you. Get up-to-date on the latest developments and receive helpful strategies on handling current issues in human rights. Our exceptional faculty will provide the expertise you need to excel in this area. Plus, don’t miss our keynote address from the Ontario Human Rights Commission’s new Chief Commissioner, Renu Mandhane.

9:00 am Welcome and Opening Remarks

9:05 am What’s New at the Human Rights Tribunal of Ontario?
Get up-to-date on the latest practical and substantive developments.

Naomi Overend, Vice Chair, Human Rights Tribunal of Ontario

9:30 am NEW TERRITORY ON GROUNDS OF DISCRIMINATION
Moderator: Ranjan Agarwal, Bennett Jones LLP

Terrorist Harassment and Discrimination on Racial and Religious Grounds
Alayna Miller, Mann Lawyers LLP
In the wake of Paris and other recent terrorist attacks, harassment and discrimination on the basis of race and/or religion appears to be a regrettable growing trend. Join us to explore:
- What remedies are most effective
- Climate of fear: political and social impacts
- Strategies to better represent your clients
- Best practices for educating employers, service providers and the public on human rights in the face of security concerns

Accommodating Medical Marijuana
Maureen Quinlan, Hicks Morley Hamilton Stewart Storie LLP
- Balancing accommodation duties and impairment concerns
- Critical health and safety issues to consider
- What lessons can employers learn from Ontario service providers?

Noteworthy Developments and Trends in Gender Identity and Expression Cases
Melissa Mark, Human Rights Legal Support Centre
- How has the law developed since the passage of Toby’s Act in 2012?
- “Public decency” under section 20: what it means today
- Accommodation versus inclusive design

10:45 am Networking Break

11:00 am KEY PROCEDURAL ISSUES IN HUMAN RIGHTS CLAIMS
Moderator: Diane Janisse, Legal Aid Ontario Clinic Resource Office

Excelling at Summary Hearings before the HRTO
Marni Tolensky, Toronto Transit Commission
- The ins and outs of requesting a summary hearing
- Strategic considerations in pursuing a summary decision
- How to successfully meet the summary hearing test

Reconciling Rights and Responsibilities under the WSIB and the Code
Christine Johnson, Champ & Associates
- Can an employer rely on a WSIB determination in fulfilling human rights obligations?
- Making sense of issue estoppel on liability and damages

12:30 pm Lunch (provided)

1:30 pm KEYNOTE ADDRESS
Renu Mandhane, Chief Commissioner, Ontario Human Rights Commission

EXPERT EVIDENCE IN SYSTEMIC DISCRIMINATION CASES
Moderator: Kathryn Bird, Hicks Morley Hamilton Stewart Storie LLP
Antonella Ceddia, City of Toronto Legal Services Division
Sunil Gurmukh, Ontario Human Rights Commission
Lai-King Hum, Hum Law Firm

Whether discrimination takes the shape of racial profiling or a claim of lack of organizational fit, unconscious bias and systemic discrimination can be particularly difficult to establish. Our panel will unravel the complexities of using expert evidence to prove or disprove these cases, including:
- Strategies for handling requests to admit expert evidence
- What adjudicators expect to see and hear from experts

1:50 pm

3:05 pm Networking Break

3:20 pm INVALUABLE ADVICE ON CIVILITY, ETHICS AND PRACTICE COMPLEXITIES
Moderator: Dean Ardron, Ursel Philips Fellows Hopkinson LLP
Katherine Ford, Sherrard Kuzy LLP
Simone Ostrowski, Koldorf Stam LLP

- How to better represent clients with mental disabilities
- Your role when acting against un- or under-represented parties
- LSUC and Tribunal expectations on civility, and how to manage difficult opposing counsel

4:20 pm Questions and Concluding Remarks

4:30 pm Program Concludes

PROGRAM REGISTRATION IS ONLINE     www.oba.org/pd

Questions? pd@oba.org

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