

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



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This program contains 1.0 Professionalism Hour
This program is eligible for up to 5.5 Substantive Hours

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	11:45 am	KEY PROCEDURAL ISSUES IN HUMAN RIGHTS CLAIMS Moderator: Diane Janisse , Legal Aid Ontario Clinic Resource Office
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		Excelling at Summary Hearings before the HRTO Marni Tolensky , Toronto Transit Commission
9:30 am	NEW TERRITORY ON GROUNDS OF DISCRIMINATION Moderator: Ranjan Agarwal , Bennett Jones LLP		<ul style="list-style-type: none"> The ins and outs of requesting a summary hearing Strategic considerations in pursuing a summary decision How to successfully meet the summary hearing test
	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 regrettably growing trend. Join us to explore: <ul style="list-style-type: none"> 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 		Reconciling Rights and Responsibilities under the WSIA and the Code Christine Johnson , Champ & Associates
	Accommodating Medical Marijuana Maureen Quinlan , Hicks Morley Hamilton Stewart Storie LLP <ul style="list-style-type: none"> Balancing accommodation duties and impairment concerns Critical health and safety issues to consider What lessons can employers learn from Ontario service providers? 	12:30 pm	Lunch (provided)
	Noteworthy Developments and Trends in Gender Identity and Expression Cases Melissa Mark , Human Rights Legal Support Centre <ul style="list-style-type: none"> 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 	1:30 pm	KEYNOTE ADDRESS Renu Mandhane , Chief Commissioner, Ontario Human Rights Commission
10:45 am	Networking Break	1:50 pm	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: <ul style="list-style-type: none"> Strategies for handling requests to admit expert evidence What adjudicators expect to see and hear from experts
11:00 am	PRACTICAL ADVICE FOR HANDLING WORKPLACE CHALLENGES Moderator: Pamela Connolly , Bernardi Human Resources Law LLP	3:05 pm	Networking Break
	Invisible Disabilities and the Employer's Duty to Inquire Morgan Rowe , Raven, Cameron, Ballantyne & Yazbeck LLP <ul style="list-style-type: none"> When does an employer have a duty to inquire into the existence of a disability or need for accommodation? Helpful guidance on how to fulfill this duty 	3:20 pm	INVALUABLE ADVICE ON CIVILITY, ETHICS AND PRACTICE COMPLEXITIES Moderator: Dean Ardron , Ursel Philips Fellows Hopkinson LLP Katherine Ford , Sherrard Kuzz LLP Simone Ostrowski , Koldorf Stam LLP <ul style="list-style-type: none"> 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
	Effectively Responding to Sexual Harassment and Discrimination Claims Asha Rampersad , Bernardi Human Resources Law LLP If enacted, Bill 132 will impose more onerous obligations on employers in addressing workplace sexual harassment under the OHSA. Gather best practices for employers to enhance their investigations process and better meet their obligations under both the OHSA and the Code.	4:20 pm	Questions and Concluding Remarks
		4:30 pm	Program Concludes

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Questions? pd@oba.org