

## Annual Update on Human Rights 2017

*Administrative Law, Constitutional, Civil Liberties & Human Rights Law, and Labour and Employment Sections*



In-Person



Webcast

**Date:** Monday, May 29, 2017 | 9:00 am to 4:30 pm  
**Location:** Twenty Toronto Street Conferences and Events  
20 Toronto Street, 2<sup>nd</sup> Floor, Toronto

**Program Chairs:** **Dean Ardron**, Ursel Phillips Fellows Hopkinson LLP  
**Heather A. MacIvor**, LexisNexis Canada  
**Jessica N. Young**, ehealth Ontario



This program contains 1 Professionalism Hour  
This program is eligible for up to 5.75 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 take away helpful strategies on handling current issues in human rights. Our exceptional faculty will provide the expertise you need to excel in this area.

Register now to secure your spot.

9:00 am Welcome and Opening Remarks

9:05 am **What's New at the Human Rights Tribunal of Ontario?**  
**Brian Blumenthal**, Counsel, Social Justice Tribunals Ontario

- Get up-to-date on the latest practical and substantive developments

- How much medical information can an employer require a disabled employee to provide before making an accommodation determination?
- What steps does the procedural duty to accommodate require?

9:35 am **NAVIGATING COMPETING HUMAN RIGHTS AND PUBLIC DUTIES**  
**Derek Ross**, Executive Director & General Counsel, Christian Legal Fellowship  
**Deina Warren**, Barrister & Solicitor  
**Adriel Weaver**, Goldblatt Partners LLP  
**Moderator: Heather MacIvor**, LexisNexis Canada  
How should your clients manage their duty to accommodate when the rights of one individual or group come into apparent conflict with the rights of another? How, if at all, does the analysis change in the context of an individual or group performing public duties? Make sense of the issues that commonly arise, and explore recent and emerging examples, including:

- Are physicians entitled to conscience protection in light of new legislation on medical assistance in dying?
- How have courts and tribunals weighed the rights of public servants, such as marriage commissioners, against the rights of the public?

12:15 pm Networking Lunch

1:00 pm **A FIRST STEP FOR RACIALIZED LICENSEES**  
**Jayashree Goswami**, Legal Counsel, Intact Insurance Company  
**Sandra Nishikawa**, Ministry of the Attorney General – Crown Law Office Civil  
**Donna Walwyn**, Baker & McKenzie LLP  
**Moderator: Geri Sanson**, SANSON LAW OFFICE, *Professional Corporation*  
On December 2, 2016, the Law Society of Upper Canada adopted the recommendations contained in the Challenges Faced by Racialized Licensees Working Group's final report. Join our expert panel to unravel the recommendations and what they mean for the profession, the Rules of Professional Conduct, and your practice. Gather insights and helpful strategies on how you, as a human rights practitioner, can be a leader in the implementation of the recommendations and the next step for racialized licensees.

10:35 am Networking Break

10:50 am **CONTENTIOUS ISSUES IN THE WORKPLACE**  
**Karen Ensslen**, Ursel Phillips Fellows Hopkinson LLP  
**R. Mark Fletcher**, Grosman Grosman & Gale LLP  
**Cherolyn Knapp**, Nelson, Watson LLP (Guelph)  
**Lisa Kwasek**, Hicks Morley Hamilton Stewart Storie LLP (London)  
**Moderator: Kathryn Bird**, Hicks Morley Hamilton Stewart Storie LLP  
Join our panel of employer, employee and union counsel as they debate some of the tricky human rights issues plaguing workplaces, including:

- As many employees find themselves needing to travel further to and from work, do employers have a duty to accommodate commute-related restrictions? If so, in what circumstances?

2:05 pm **CURRENT ISSUES IN GROUNDS OF DISCRIMINATION**  
**Moderator: Summer Somani**, Levitt LLP

**Challenges and Best Practices for Dealing with Service Animals**

**Kelly Doctor**, Goldblatt Partners LLP

- Helpful advice for accommodating people with service animals
- Balancing competing interests with accommodation requests

**A Cross-Country Comparison of the Protected Ground of "Record of Offences"**

**Wade Poziomka**, Ross & McBride LLP

- How does the protection under the Ontario *Human Rights Code* measure up?
- What are the implications of the current protection?

2:55pm Networking Break

**PROGRAM REGISTRATION IS ONLINE** [www.oba.org/pd](http://www.oba.org/pd)

Questions? [pd@oba.org](mailto:pd@oba.org)

3:10pm **MASTERING REMEDIES AND ENFORCEMENT**

**Moderator:** [Jeffrey Andrew, Cavalluzzo LLP](#)

**Your Comprehensive Guide on Enforcing HRTO Decisions and Settlements**

[Nicole Simes, MacLeod Law Firm](#)

- Exploring your available avenues
- What powers does the Tribunal have?
- Practical solutions for efficiently recovering damages while minimizing costs

**Identifying and Maximizing Mental Distress Damages**

[Christopher Du Vernet, Du Vernet, Stewart](#)

- Critical considerations when seeking damages for mental distress
- Strategies for working with mental health experts

**Emerging Trends in Remedies**

[Melissa Mark, Legal Counsel, Human Rights Legal Support Centre](#)

- What quantum of damages can you expect? Brush up on what is happening in remedies at the HRTO
- BONUS: Get your 2017 Remedies Chart

4:15pm Questions and Concluding Remarks

4:30pm Program Concludes

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