

Mastering Workplace Investigations

Labour & Employment Law Section and Canadian Corporate Counsel Association (Ontario Chapter)



In-Person



Webcast

Date: Tuesday, May 15, 2018 | 9:00 am to 12:30 pm
Location: Twenty Toronto Street Conferences and Events
20 Toronto Street, 2nd Floor, Toronto
Program Chair: **Samia Hussein**, Sherrard Kuzz LLP
Glenda Mallon, Ryerson University



Substantive Hours: This program is eligible for up to 3h 00m
Professionalism Hours: This program is eligible for up to 0h 30m

The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.

Effective and efficient workplace investigations are essential in resolving disputes and mitigating legal risks. Ensure that you have the know-how to protect your organizations with this essential program. Our expert faculty will share years of honed experience and provide practical take-aways for you to use in your practice.

8:30 am Registration and Coffee

9:00 am Welcome and Opening Remarks

9:05 am **When Do You Need To Investigate, and Who Should Conduct the Investigation?**

Ashley Brown, Sherrard Kuzz LLP

Jason Jagpal, Samfiru Tumarkin LLP

Rachel Turnpenney, Turnpenney Milne LLP

- Critical steps for employees and employers when discrimination or harassment is alleged
- Is there a freestanding obligation to investigate an allegation of discrimination or harassment in the workplace?
- Strategies for complying with employers' legislative duties
- How to balance interests in the workplace
- When will the Ministry of Labour investigate?
- How to decide whether you need an internal or independent investigation

10:30 am **Conducting the Investigation**

Jon Pinkus, Samfiru Tumarkin LLP

Angela A. Bradley, Workplace Investigator, Mediator, Lawyer

Roslynn (Rosie) Kogan, Morneau Shepell

- What is involved in the investigations process?
- The role of in-house, external management, union and employee counsel
- Managing privacy, confidentiality and privilege in investigations
- Expert strategies for avoiding common pitfalls

11:10 am Networking Break

11:25 am **What Happens Following the Investigation?**

Danny Kastner, Kastner Law

- What you need to know about findings, reports and recommendations, including the role of the investigator in recommending outcomes and sanctions
- How to effectively implement investigation results
- Navigating disciplinary consequences

11:55 am **Impact of Workplace Culture**

Kumail Karimjee, Karimjee Greene LLP

Giselle Basanta, Ryerson University

- Creating a culture that encourages employees to report discrimination or harassment
- How to support those who do come forward
- Essential elements to include in your workplace policies
- What are the roles of unions, employees, and joint health and safety committees in building and implementing an effective workplace safety program?

12:20 pm Q&A

12:30 pm Program Concludes

PROGRAM REGISTRATION IS ONLINE www.oba.org/pd

Questions? pd@oba.org