

Ageism in the Workplace

Elder Law Section and Constitutional, Civil Liberties & Human Rights



In-Person



Webcast

Date: October 31, 2022 | 9:00am -12:00pm
Location: OBA Conference Centre, 20 Toronto Street, Toronto

Program Chair: **Sheila Morris**, Miller Thomson LLP
Megan Mah, WeirFoulds LLP



Professionalism Hours: This program contains 0.75 hours
EDI Hours-This program contains 0.25 hours
Substantive Hours: This program contains 2 hours
The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario

Join us for a comprehensive program covering all aspects of ageism in the workplace. The term “ageism” was coined in 1969 by Robert Neil Butler to describe discrimination against seniors. Elder persons face numerous sources of conscious and unconscious ageism in the workplace, ranging from being passed over for promotions, career opportunities, and training to forced retirement and constructive dismissal. This program will help you to understand the challenges faced by your clients, whether they are employers or employees, and gain an understanding of how to recognize and address issues unique to older adults. We will also provide an update from the WHO on Ageism.

9:00 am Welcome and Opening Remarks

9:10 am **What is ageism**
Elizabeth Charles, WeirFoulds LLP (Toronto)
Esi Codjoe, Turnpenney Milne LLP

- Unconscious bias
- Grounds of discrimination under the Human Rights Code
- Intersectionality and inclusive leadership

9:40 am **In the Course of Employment**
Ben Katz, Goldblatt Partners (Toronto)
Rich Appiah, Appiah Law (Toronto)
Lindsay Gluck, Turnpenny Milne (Toronto)

- Onboarding
- Training
- Promotions
- Accommodation
- Disability-related issues

10:10 am Networking Break

10:25 am **Pensions and Investments/Securities**

Harold Geller, MBC Law (Ottawa)
Lea Koiv, Accountant, Lea Koiv & Associates

- Packages
- Investment and Securities concerns re elderly clients

10:55 am **Exiting the Workplace**

Wesley Jamieson, Ross & McBride LLP, (Hamilton)
Samia Hussein, Canadian Media Producers Association (Toronto)
Richa Sandill, Don Valley Community Legal Services (Toronto)

- Termination entitlements
- Forced retirement
- Constructive dismissal

11:35 am **Highlights from WHO report**

Krista James, Director of Canadian Centre for Elder Law (British Columbia)

- Federal government papers
- ageism + discrimination and ableism + disability discrimination
- How can lawyers be age-inclusive

PROGRAM REGISTRATION IS ONLINE www.oba.org/pd

Questions? pd@oba.org

11:55 am Closing Remarks

12:00 pm Program Concludes

Member	Non-Member	Student
\$228	\$335	\$89

***Plus Applicable Taxes**

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