

Annual Update on Human Rights

Administrative Law / Constitutional, Civil Liberties & Human Rights Law / Labour & Employment Law

Date:	Wednesday May 29 th , 2024 9:00 am – 4:30 pm	Substantive Hours: This program contains 5 hours and 30 minutes of Substantive Content EDI Hours: This program contains 1 hour of EDI Content <i>The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.</i>
Location:	OBA Conference Centre 200-20 Toronto St, Toronto And virtual via Zoom	
Agenda:	8:30 am Registration Opens 9:00 am Program Begins 4:30 pm Program Ends	
Program Chairs:	Esi Codjoe , Turnpenney Milne LLP Teagan Markin , Borden Ladner Gervais LLP Garifalia Milousis , The Acacia Group	

The Annual Update on Human Rights returns this year to get you up to speed on the latest substantive and procedural developments in human rights law. Regardless of your client base, if your practice touches on human rights, this program is a must-attend event. Our exceptional faculty, including experts in administrative law, labour and employment, and human rights, will share valuable insights and practical strategies for you to take away and implement in your practice

9:00 am Welcome and Opening Remarks	11:50 am The Duty to Accommodate and Supporting Medical Information Daniel Wong , WeirFoulds LLP Megan Mah , WeirFoulds LLP <ul style="list-style-type: none">What information is required to support accommodation requests?Balancing the employer's duty to accommodate and the employee's duty to provide appropriate supporting informationWorking with third parties
9:05 am What's New at the Human Rights Tribunal of Ontario?	12:30 pm Lunch
9:35 am Notable Human Rights Decisions and Developments Esi Codjoe , Turnpenney Milne LLP Kathryn Bird , Ogletree Deakins LLP Wade Poziomka , Ross McBride LLP Our expert panel will get you up to speed on the latest in the practice of human rights law and the key cases you need to know from the last year.	1:15 pm Human Rights Challenges Facing Sexual Assault Victims Anne-Marie Langan , Peterborough Community Legal Centre Eileen Liu , Durham Community Legal Clinic Miriam Rogers , Justice for Children and Youth <ul style="list-style-type: none">Updates and insights on the <i>Your Way Forward</i> project<i>Leach v Ontario (Solicitor General) 2023 HRTO 1339</i> – precedent setting case where the O.P.P were found to have discriminated against a woman reporting harassmentDiscrimination in reporting procedures
10:20am Health Break	
10:30am Litigating Human Rights Matters in Small Claims Court: A Creative Response to Tribunal Delay John No , Parkdale Community Legal Services Sarah Molyneaux , McMahon Molyneaux Henriquez Labour and Employment Lawyers <ul style="list-style-type: none">Relevant Small Claims court rules and processesHow to prepare submissions for non-expert decision makersNavigating jurisdiction between Small Claims court and the Human Rights Tribunal	2:00 pm Medical Assistance in Dying (MAiD) and the Impact on Individuals Living in Poverty with Mental Health Challenges Elena Mamay , DS Advocates <ul style="list-style-type: none">Implications of recent changes in MAiD legislationDisparities in decision-making processes for vulnerable populationsWhat safeguards exist to protect vulnerable individuals?
11:10 am Traumatic Brain Injuries: Navigating the Legal Process with a Client who is Living with an Invisible Disability Geri Sanson , Sanson Law Office PC Elyse Shumway , Asphasia Institute Mike Smitiuch , Smitiuch Injury Law <ul style="list-style-type: none">Understanding your client's invisible disabilityLatest research on severity and permanency of mild traumatic brain injuriesCollecting and developing evidenceWhat to consider when choosing the legal forum for your case	

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Questions? pd@oba.org

2:30 pm **Damages for Racial Discrimination in Ontario: Are they Enough?**

Richa Sandill, Don Valley Community Legal Services

- Recent damages awards
- Comparison to other jurisdictions including the United States
- Advice for successful advocacy for human-rights related damages

3:00 pm **Citizenship-Based Discrimination: *Haseeb v. Imperial Oil* and Beyond**

Toby Young, Human Rights Legal Support Centre

- What is citizenship-based discrimination?
- Impacts of the *Haseeb* decision
- Exploring the intersection with other grounds of discrimination

3:30 pm **Health Break**

3:45 pm **Recent Developments in Jurisdiction and Choice of Forum for Unionized Employees**

Marisa Scotto di Luzio, Human Rights Legal Support Centre

- Jurisdictional challenges: labour arbitrators versus the Human Rights Tribunal
- How the SCC's *Horrocks* decision has been applied to human rights legislation across the provinces
- Implications of *Weilgosh v. London District Catholic School Board* for unionized employees

4:30 pm Closing Remarks

PLUS – Don't miss your annual Remedies Chart from the Human Rights Legal Support Centre – included in your program materials!