

## Annual Update on Human Rights

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



In person



Webcast

**Date:** Thursday, May 29, 2025 | 9:00 am to 4:30 pm

**Location:** OBA Conference Centre 20 Toronto Street, 2nd Floor, Toronto

**Agenda:**

- 8:30 am Registration
- 9:00 am Program Commences
- 4:30 pm Program Concludes
- 4:30 pm Networking Reception



This program contains:  
**0h 45m of Professionalism content**  
**5h 45m of Substantive content**

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

**Program Chairs:** **Karen Ensslen**, Ursel Phillips Fellows Hopkinson LLP  
**Courtney Laidlaw**, Durham District School Board

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

Don't miss our Inter-sections Networking Reception following the program to build your referral network by connecting with business lawyers, as well as your fellow attendees.

9:00 am	Welcome and Opening Remarks	
9:05 am	<b>What's New at the Human Rights Tribunal of Ontario?</b> <b>Robin Nobleman</b> , Income Security Advocacy Centre	when it comes to dealing with harassment or other human rights allegations. Join us to unravel: <ul style="list-style-type: none"><li>• Intersection, overlap and confusion between workplace processes and integrity commissioner processes</li><li>• Strategies for overcoming the particular challenges associated with elected officials</li><li>• Privacy and confidentiality</li><li>• Parallel proceedings</li></ul>
9:30 am	<b>Recent Notable Human Rights Cases and Developments You Need to Know</b> <b>Nina Gandhi, Counsel</b> , Ontario Human Rights Commission <b>Alisha Kassam</b> , Mathews, Dinsdale & Clark LLP <b>Wade Poziomka</b> , Ross & McBride LLP	
10:10am	<b>Utilizing Privacy Rights to Bolster and Protect the Human Rights of Gender Diverse Individuals</b> <b>Melanie Anderson</b> , Goldblatt Partners LLP <b>Christine Davies</b> , Goldblatt Partners LLP <ul style="list-style-type: none"><li>• The relationship between privacy rights and human rights</li><li>• How privacy torts can complement human rights protections</li></ul>	12:30 pm Networking Lunch
10:40 am	Networking Break	
10:55 am	<b>Navigating Work from Home Accommodation Requests</b> <b>Melanie Sutton</b> , Nelligan Law <b>Melanie McNaught</b> , Fillion Wakely Thorup Angeletti LLP With many organizations continuing to increase the requirements for in-office work, ensure you are equipped to confidently advise your employer or employee clients on how to work through accommodations requests seeking to work from home.	1:30 pm <b>Balancing Competing Rights</b> Gather helpful insights on the latest caselaw, trends and best practices in handling competing rights. <b>Patricia D'Heureux</b> , Cavalluzzo LLP
11:30 am	<b>"Abandoned" Applications at the Tribunal</b> <b>Emily Shepard</b> , Downtown Legal Services <ul style="list-style-type: none"><li>• When will the Tribunal dismiss an application as "abandoned"?</li><li>• Are we seeing a change in the Tribunal's approach?</li><li>• When will a dismissal be overturned on reconsideration?</li></ul>	2:00 pm <b>Best Practices for Conducting Trauma-Informed Investigations</b> <b>Amanda Driscoll</b> , Senior Human Rights Investigator, Durham District School Board <b>Rupa Karyampudi</b> , Senior Investigator, Barker Hutchinson @ Associates Ltd. <ul style="list-style-type: none"><li>• Why trauma-informed practice is essential</li><li>• How to recognize trauma and how it manifests in the investigation process</li><li>• Effective strategies for a trauma-based approach</li></ul>
12:00 pm	<b>Elected Officials, Harassment and Other Human Rights Allegations</b> <b>Nicole Singh</b> , FASKEN <b>Guy Giorno</b> , FASKEN Elected officials are a unique category of workplace participant, posing particular challenges and uncertainty	2:45 pm <b>The Intersection of Human Rights and Consent to Health Care Treatment</b> <b>Sarah Beamish</b> , Beamish Law <b>Katherine Long</b> , Justice for Children and Youth <ul style="list-style-type: none"><li>• Lessons on racial and age-based discrimination in health care from the Divisional Court's decision in ASP v. Health Professions Appeal and Review Board</li><li>• Legal obligations of health care services providers towards marginalized communities</li></ul>
		3:15 pm Networking Break
		3:30 pm <b>Judicial Review of Human Rights Commission Decisions</b> <b>Jean-Simon Schoenholz</b> , Norton Rose Fulbright Canada LLP• Has there been a shift in the Court's willingness to intervene in the Commission's decision to refer or not to refer a complaint to the Tribunal? Unpack the recent cases and emerging trends

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**Questions? pd@oba.org**

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in judicial review of Commission decisions, and what they mean for your practice.

**4:00 pm Your Essential Damages Update**

**Melissa Mark**, Human Rights Legal Support Centre

Get up to speed on the latest trends and developments in damages for human rights claims. BONUS: Your materials will include the ever-popular Remedies Chart kindly provided by the Human Rights Legal Support Centre.

4:25 pm Questions and Concluding Remarks

4:30 pm Program Concludes

4:30 pm Networking Reception