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Melisse Willems, Registrar and Executive Director,
COLLEGE OF DIETITIANS OF ONTARIO



Chantal Belisle, Director,
Investigations and Hearings,
ONTARIO COLLEGE OF TEACHERS



Irwin Fefergrad, Registrar,
**ROYAL COLLEGE OF DENTAL
SURGEONS OF ONTARIO**



Claude Balthazard, Vice-President,
Regulatory Affairs and Registrar,
**HUMAN RESOURCES PROFESSIONALS
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Benjamin Alarie, CEO and Founder,
BLUE J LEGAL; Osler Chair in Business
Law, **UNIVERSITY OF TORONTO**



Dean Benard, President,
BENARD + ASSOCIATES



Lai-King Hum, Principal,
HUM LAW



Patricia Harper, Partner,
KEEL COTTRELL LLP



Jill Dougherty, Partner,
WEIRFOULDS LLP



Jordan Glick, Partner,
WEIRFOULDS LLP



Jasmeet Kala, Associate,
KEEL COTTRELL LLP



Yusra Siddiquee, Partner,
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Natasha Danson, Associate,
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- Examine the complexities of fit-to-practice issues: how to deal with practitioners suffering from short- or long-term incapacity
- Understand the importance of transparency and the impact of disclosure during investigations and proceedings
- Clarify your obligations when assessing "good character" and explore related case-law examples
- Learn how to design a resolution process that works for your organization: key elements to successful alternative dispute resolution (ADR)

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DAY ONE PROGRAM AGENDA: TUESDAY, APRIL 10, 2018**8:00 – 9:00** Registration and Continental Breakfast**9:00 – 9:10**

Welcome and Opening Remarks from the Chair
Melisse Willems, Registrar and Executive Director, College of Dietitians of Ontario

9:10 – 10:10

**Human Rights in Professional Regulation:
 Sexual Harassment and Discrimination**

Lai-King Hum, Principal, Hum Law

- When action needs to take place, but complainant remains anonymous
- Regulatory roles and the duty to protect: a public, wider context
- Overcoming unconscious biases in regulatory hearings



After years of practice at top-tier national firms in Montreal and Toronto, in 2014, Lai-King Hum, founded Hum Law Firm, a boutique employment law firm in downtown Toronto. Lai also practices in the areas of administrative law and litigation. Lai provides her expertise to businesses, non-profit organizations, and individuals for matters across Canada. She writes and presents in these areas, as well as leadership and diversity, and has appeared in various levels of court and tribunals.

10:10 – 10:30**Networking Break****10:30 – 11:30**

**Off-Duty Conduct: Professional Discipline for
 Personal Actions**

Jasmeet Kala, Associate, Keel Cottrelle LLP

Patricia Harper, Partner, Keel Cottrelle LLP

- Cases that are defining the landscape
- Best practices to avoid negative conflict
- Overview of the law: Discussion of cases pertaining to off-duty conduct of regulated professionals
- Parameters for disciplining off-duty conduct



Jasmeet Kala engages in a diverse practice involving administrative law, including professional discipline, as well as civil litigation and employment law. She has acted as prosecution counsel for professional regulators and has also advocated for clients before the Ontario Court of Justice, the Ontario Superior Court of Justice (Civil) and the Tax Court of Canada. Jasmeet has also engaged in several private Arbitrations with respect to insurance law matters.



Patricia Harper enjoys a broad civil litigation and administrative law practice, serving both private and public sector clients. She represents clients in a wide range of litigation matters, including employment and procurement litigation, and has represented clients before various levels of the Superior Court of Justice. Patricia has appeared before numerous administrative bodies including the Ontario Human Rights Tribunal, the Ontario Municipal Board, and the Financial Services Tribunal.

11:30 – 12:30

Practical Strategies of Performance Measurement

Claude Balthazard, Vice-President, Regulatory Affairs and Registrar, Human Resources Professionals Association

- Review of current models and best practices
- Strategies for implementing a measurement of performance
- Demonstrate to stakeholders that your professional regulatory body is effective in promoting and protecting public interest



Claude Balthazard, PhD, has over 20 years of professional experience in Human Resources in academia, government, consulting, and business. He is charged with making sure HRPAs are compliant with acts for which the organization is subject to as a professional regulator, for maintaining HRPAs' Public Register in compliance with the Act, and for implementing the relevant Association By-laws, policies, and procedures.

12:30 – 1:30**Luncheon Break****1:30 – 2:30**

Discipline: Effective Decision-Making and Reason
Irwin Fefergard, Registrar, Royal College of Dental Surgeons of Ontario

- Creating, investigating, and generating alternatives
- Exploring, selecting, and evaluating your plan
- Communicating effectively and taking action



Irwin Fefergard, CS, BA, BCL, LLB has the distinction of being the first lawyer in the history of the Law Society of Ontario to achieve a double specialty in Civil Litigation and in Health Law. He currently maintains his specialty in Health Law. In private practice for nearly 30 years, in 2000 he was appointed the Registrar of the Royal College of Dental Surgeons of Ontario. Mr. Fefergard also holds the position of Executive Director of the International Society of Dental Regulators, an organization addressing regulatory concerns on an international level.

2:30 – 2:45**Networking Break****2:45 – 4:00**

REGTECH: The Future of Registration and Compliance

Benjamin Alarie, CEO and Founder, Blue J Legal; Osler Chair in Business Law, University of Toronto

- Greater efficiency, insight and agility in decision-making
- Advancing compliance through surveillance and reporting
- Risk management and intelligence



Benjamin Alarie is an expert author in taxation law and in constitutional law with respect to issues of taxation and fiscal federalism, as well as a scholar of judicial behaviour and politics. Main research interests include tax law, tax policy, judicial decision-making, law and economics. As Associate Dean of the law school (2011-2015), he co-chaired reform of first year of the JD program, including curriculum development and design of new courses in legal methods and legal research and writing.

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DAY TWO PROGRAM AGENDA: WEDNESDAY, APRIL 11, 2018

8:00 – 9:00

Continental Breakfast

9:00 – 9:10

Opening Remarks from the Chair*Melisse Willems, Registrar and Executive Director, College of Dietitians of Ontario*

9:10 – 10:30

Maintaining Public Trust in the Evolution of Transparency*Chantal Belisle, Director, Investigations and Hearings, Ontario College of Teachers*

- Changing landscape of professional regulation and increased public scrutiny and expectations of access to information
- Increased transparency through legislation: Protecting Students Act, 2016
- Balancing transparency and maintaining public trust



Chantal Belisle was first employed by the College in 2008 as a bilingual Investigator and she has held other positions in the organization including that of a secondment to the Complaint Resolution Program, and that of a bilingual Program Officer in Accreditation. Chantal holds Principal's Qualifications as well as a Master of Laws degree, through York University's Osgoode Hall Law School, and has advanced certification in dispute resolution and mediation through York University.

10:30 – 10:45

Networking Break



10:45 – 12:00

The Power of Regulation Investigations*Dean Benard, President, Benard + Associates*

- Defining the powers of investigation
- When do you use them, how to implement them
- Specifications of an ethical framework
- Fair and effective decision-making



Dean Benard has been an investigator for over 20 years in the areas of regulatory, workplace, and criminal investigations. He has investigated hundreds of matters involving allegations of professional misconduct, harassment, and discrimination. His eclectic background includes positions as a Registered Nurse, Police Officer, and Manager of Investigations. Dean Benard founded Benard + Associates in 2004 with a vision to integrate his expertise in investigations and mediation, and develop unique and effective approaches for all his clients.

12:00 – 1:00

Luncheon Break

1:00 – 2:00

Labour Mobility and Regulation*Yusra Siddiquee, Partner, Norton Rose Fulbright*

- Case-study approach to regulating an unpredictable landscape
- Challenges in regulation and discipline
- Q&A period



Ms. Siddiquee develops corporate immigration strategies and facilitates the temporary and permanent entry of senior executives and key personnel of Canadian and multinational corporations. Her practice is not limited to Canada, as she is experienced in facilitating visas and permits to global destinations. She assists clients in developing internal immigration compliance policies for frequent business travellers.

2:00 – 2:20

Networking Break



2:20 – 3:30

Current Developments in Screening Committees*Jill Dougherty, Partner, WeirFoulds LLP**Jordan Glick, Partner, WeirFoulds LLP*

- Identifying and planning for potential risk
- Mitigating detected risks
- Foster risk-averse strategies



Jill Dougherty has extensive experience in public law and civil litigation, with a focus on professional self-regulation and discipline, judicial review of government decision-making, alcohol and gaming and access to information and privacy. Jill regularly appears as counsel before the trial and appellate courts and administrative tribunals in many aspects of public law. She also acts as prosecuting counsel on behalf of a wide variety of professional self-regulatory bodies in discipline and fitness to practise matters, and serves as Independent Legal Counsel in registration appeals and discipline and fitness to practise hearings.



Jordan Glick acts in defence of those charged with business crimes and assists clients facing regulatory proceedings before the Ontario Securities Commission and other financial regulators. Jordan acts as part of the Ontario Securities Commission's Litigation Assistance Program, which provides pro bono representation to individuals facing enforcement proceedings. Jordan acts as external counsel for a variety of self-regulating colleges and organizations where he conducts discipline, incompetence and fitness to practice proceedings, and provides litigation support in areas including registration, privacy, proceedings administered under the Provincial Offences Act and civil litigation.

3:30 – 4:30

Internal Communications of Investigation*Natasha Danson, Associate, Steinecke Maciura LeBlanc (SML)*

- What to share and what not to share
- Privacy rights of the individual
- Internal conflicts of interest



Natasha Danson advises and represents clients in all areas of professional regulation, with a focus on matters related to complaint investigation, discipline and unauthorized practice. Danson also advises regulators on employment and human resources matters and has a particular interest in human rights. She volunteers as amicus counsel at the Divisional Court for Pro Bono Ontario. She sits on the University Health Network's Research and Ethics Board and is an editorial board member for Health Law in Canada, published by LexisNexis.

PROFESSIONAL DEVELOPMENT CREDIT HOURS:This program contains 12 hours and 30 minutes of **substantive** content.**TORONTO, ONTARIO**
EVENT LOCATION: TORONTO, ONTARIO

RegPro2018 – Professional Regulation & Discipline will be held at a convenient downtown location in Toronto which could include the Novotel Toronto Centre or the Hilton Garden Inn Toronto Downtown. Detailed venue information will be forthcoming as it becomes available.

RegPro2018 – Professional Regulation & Discipline

April 10 – 11, 2018 • Toronto, Ontario

WHO SHOULD ATTEND THIS EVENT:

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- Complaint Committee Members
- Discipline Committee Members
- Investigation Officers and Professionals
- Licensed Professionals
- Staff of Professional Bodies
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