

June 15 - 16, 2021 • Virtual Conference

The Essential Program on:

Preventing and Managing Discrimination, Harassment & Violence in the Workplace



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Tanya Martin
Jazz Aviation LP



Catherine Lafontaine
Bell



Glenn French
The Canadian Initiative
on Workplace Violence



Carla Oliver
Fasken Martineau
DuMoulin LLP



Rika Sawatsky
Ministry of the
Attorney General, Civil
Law Division,
Constitutional Law
Branch

... and more

- NOW IN EFFECT! New anti-harassment rules for federally regulated employees
- Impact of new legislation on what constitutes best practices in provincially regulated workplaces
- New definitions of violence and sexual harassment
- The new explicit obligation for employers to protect workers from psychological – and not just physical – harm
- How to conduct a workplace assessment and implement preventative measures into policies, procedures and practices
- New training requirements
- The need to be proactive and take preventative action when it comes to workplace harassment and violence
- The need for ongoing oversight and rapid response to complaints
- What is reasonable accommodation when dealing with potentially volatile employees while keeping the workplace safe and free of discrimination?
- What are your obligations when domestic violence follows an employee to the workplace?



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Preventing and Managing **Discrimination, Harassment & Violence** in the Workplace

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DAY ONE PROGRAM AGENDA: TUESDAY, JUNE 15, 2021

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Norm Keith, Partner, KPMG Law LLP

10:15 - 11:00 EDT



Overview: Discrimination, Harassment & Violence in Employment Law

Susan Crawford, Partner, Crawford Chondon & Partners LLP

- Discrimination, Harassment & Violence in employment law
- Varying definitions, interpretations and understanding of the challenge
- Human Rights law: a cross Canada perspective
- The growing importance of OHS legislation & regulations
- Privacy “laws” and respect in the workplace
- Don’t forget the *Criminal Code* in your compliance program

11:00 - 12:00 EDT



Demanding New Federal Harassment & Violence Prevention Regulation

Norm Keith, Partner, KPMG Law LLP

- New Federal Harassment & Violence Prevention Regulation
- Legal requirement for a workplace H&V hazard assessment
- New mandatory elements of an employer’s H&V policy and training
- Intake of complaints and protection of privacy & dignity
- New requirements for investigators and investigations
- Resolution options, preserving evidence and litigation
- Prevent and protect employees against occurrences of harassment and violence
- Provide support to employees affected by harassment and violence in the workplace
- Investigate, as per regulation, occurrences of harassment and violence that are known to the employer

12:00 - 12:45 EDT Break

12:45 - 13:45 EDT



Best Practices in Conducting a Harassment & Violence Hazard Assessment

Carla Oliver, Occupational Health and Safety Consultant, Fasken Martineau DuMoulin LLP

- Conducting a H&V Assessment is a Best Practice
- Assembling a Team: mandatory & advisory members
- Methodology, check lists, and division of labour
- When the team disagrees on what is a hazard
- Incorporating assessment results into policy & program

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13:45 - 14:15 EDT



Roadmap for Prevention and Management

Glenn French, President and CEO, The Canadian Initiative on Workplace Violence

Understanding what safeguards you already have in place is your organization's first step in meeting your legislative requirements. Mr. French will outline the critical elements of a comprehensive workplace violence and harassment prevention plan and set the scene for the following panel discussion.

14:15 - 15:15 EDT



Panel Discussion

Advice From Leaders in the Field: Bell, Trillium Health Partners, Jazz Aviation

Moderator: Glenn French, President and CEO, The Canadian Initiative on Workplace Violence



Dara Marcoccia, Director, Human Resources, Trillium Health Partners

Tanya Martin, Manager, Human Resources, Central & Western Canada, Jazz Aviation LP



Catherine Lafontaine, Senior Manager - Workplace Practices, Bell

- Challenges faced in developing and implementing a comprehensive workplace violence and harassment prevention program.
- Emerging trends and complicating issues in their workplaces.
- Mastering labour and Union relationships
- Addressing individual threats of violence
- Protecting and promoting psychological safety in the workplace
- Considerations when determining if aggressive behaviour is actionable or symptomatic of a medical condition.
- Addressing Domestic violence

15:15 - 15:30 EDT Break

15:30 - 16:30 EDT



Training Methodologies & Strategies for Success

Jessyca Greenwood, Senior Counsel, SpringLaw

- Why training is critical to Harassment & Violence Prevention
- How much "law" does good training cover?
- Need to review Employer's Policy and the need for acknowledgement of receipt
- Value of case studies in Harassment & Violence Training
- The risk and rewards of role play in Harassment & Violence Training

16:30 EDT

End of Day One

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DAY TWO PROGRAM AGENDA: WEDNESDAY, JUNE 16, 2021

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Samantha Seabrook, Founder & Lawyer, Seabrook Workplace Law

10:15 - 11:00 EDT



Discipline for Discrimination, Harassment & Violence

Samia Hussein, Lawyer, Sherrard Kuzz LLP

- Accountability of all employees to follow corporate policies
- What is the proper standard to measure behaviour against?
- Is Progressive Discipline always needed when H&V occurs?
- Is there a different standard between union v non-union employees
- Recent case examples and guidance for employers

11:00 - 11:45 EDT



Accommodation of Mental Health, Potentially Aggressive Employees and the Safety of Others - Where Do You Draw the Lines

Tanya C. Walker, Walker Law

Jordan Koenig, Lawyer, Walker Law

There is a serious obligation to keep the workplace and all employees safe. There is also a serious obligation to accommodate and not discriminate against employees with mental illness, some of whom could be potentially volatile employees. This session will cover:

- What the law requires in various situations
- Has anything changed with the new Federal provisions?
- What does case law say about (a) the tension between keeping the workplace safe and (b) accommodating employees who might pose a threat to others, without (c) discriminating against those with a mental disability?

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11:45 - 12:30 EDT



What Obligation Do You As an Employer Have for Employees Experiencing Domestic Violence

Rika Sawatsky, Counsel, Ministry of the Attorney General, Civil Law Division, Constitutional Law Branch

When family violence follows a victim to work, it becomes a workplace issue. An aggressor can present a risk to the victim or others in the workplace itself. A study of domestic violence in Canada and its impact on the workplace has found more than one third of workers across the country have experienced domestic violence in their lifetime, and for more than half of those affected, the violence followed them to work.

This session will cover:

- What is family (domestic) violence?
- Is it a workplace issue?
- Impact of family violence on the workplace
- Laws protecting workers from family violence in the workplace
- Leave provisions
- How far does the general duty across jurisdictions to ensure all employees have a safe and healthy workplace extend?

12:30 - 13:15 EDT Break

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13:15 - 16:00 EDT



How to Conduct an Independent Internal Workplace Investigation That Withstands Scrutiny

Half Day Intensive for HR Professionals



Jessyca Greenwood, Senior Counsel, SpringLaw

Samantha Seabrook, Founder & Lawyer, Seabrook Workplace Law

HR Professionals need to know what to do when there are allegations of harassment, bullying, discrimination or violence in the workplace. This intensive half-day workshop will provide a solid foundation for investigations that will lead to good decision-making and reports that withstand scrutiny.

- When is an employer required to investigate allegations?
- When does behaviour cross the line?
- How to handle complex and/or sensitive matters
- Principles of investigation
- Can you do the investigation in house or do you need an external investigator?
- Investigation planning - creating a blueprint
- How to conduct an interview including skills and tools
- Zeroing in on what's important
- Managing the evidence
- Findings of fact
- Drawing conclusions and using the evidence to support the findings
- Writing a clear report that will withstand scrutiny
- Post-report considerations and activity

16:00 EDT

End of Day Two

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Preventing and Managing Discrimination, Harassment & Violence in the Workplace*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

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Prices subject to GST / HST	Full Price	Register by May 28
Course for Groups of 3 +	\$ 2,199 each	\$ 1,799 each
Course for Groups of 2	\$ 2,299 each	\$ 1,899 each
Course for 1 Registrant	\$ 2,399	\$ 1,999

* Groups must register together at the same time to be eligible for group savings.



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VIRTUAL CONFERENCE:

Preventing and Managing Discrimination, Harassment & Violence in the Workplace will be held as a virtual on-line conference. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.com or fax to 1.800.558.6520 **no later than June 1, 2021**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **June 1, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **June 1, 2021** and fail to attend will be liable for the entire registration fee.

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