

November 15 - 16, 2022 • Virtual Conference

The Essential Program on:

# Preventing Discrimination, Harassment Bullying & Violence in the Workplace

*Avoid escalating costs, damage to reputation and poor workplace morale*



## YOUR FACULTY

CONFIRMED PARTICIPANTS INCLUDE:



**Diane Mason**  
**HR Proactive Inc.**



**Elizabeth Bingham**  
**Rubin Thomlinson LLP**



**Courtney Betty**  
**Betty's Law Office**

**Lee Anne Leo**  
**Ornge (Air Ambulance)**



**Stephen Hart**  
**Protect International  
Risk and Safety  
Services Inc.**

... and more



Leaders in the field will provide the information and insights you need to:

- Understand your legal obligations to prevent discrimination, harassment and violence, whether you are a federally or provincially regulated employer
- Know what is required of you where an employee is dealing with domestic violence
- Understand the relationship between mental health and violence
- Know when an employee should be accommodated rather than terminated or disciplined
- Understand the importance of employee "Perceived Personal Control" in threat assessment
- Protect employees from cyber bullying including case law and liability
- Appreciate the vital importance of bystander training as your first line of defence in preventing discrimination, harassment and violence
- Restore equilibrium post incident
- Know the strengths and advantages of threat assessment teams and tools
- Learn about trauma informed and remote investigations

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# Preventing **Discrimination, Harassment Bullying & Violence** in the Workplace

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## DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 15, 2022

10:00 - 10:15 EST



### **Welcome and Opening Remarks from the Chair**

**Catherine Lafontaine, Director, Talents and Culture, Employee Relations, Ubisoft**

10:15 - 11:15 EST



### **Provincial and Federal Legal Frameworks for Discrimination, Harassment and Violence Prevention & Response**

**Norman Keith, Partner, KPMG Law, LLP**

- Varying definitions, interpretations and understanding of the challenge
- Human Rights law: A Cross-Canada perspective
- The growing importance of OHS legislation & regulations
- Privacy expectations and “laws” and respect in the workplace
- Don't forget the *Criminal Code* in your compliance program
- New Federal Harassment & Violence Prevention Regulation
- Internal versus external investigators - cost considerations
- 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
- Changing union approach to negotiating settlements
- Providing support to employees affected by harassment and violence

11:15 - 12:15 EST



### **Mad or Bad? Mental Health, When Do We Accommodate? When Do We Discipline or Terminate?**

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

- The evolving definition of workplace violence
- The relationship between mental health and workplace violence
- Investigating potential threats
- The importance of employee “Perceived Personal Control”
- Determining when a comprehensive threat assessment is required
- Accommodating employees who have threatened violence

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12:15 - 13:15 EST      Break

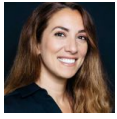
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# Preventing **Discrimination, Harassment Bullying & Violence** in the Workplace

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## DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 15, 2022

13:15 - 14:00 EST



### **Protecting Employees and Responding to Cyber Bullying**

***Catherine Lafontaine, Director, Talents and Culture, Employee Relations, Ubisoft***

- Definition of cyberbullying
- The evolving legal landscape
- Caselaw and employer liability
- Protecting employees from and responding to cyber bullying
- Prevalence of workplace cyber bullying
- Relevant statutes and regs
- Employer liability
- How employers defend
- Required policies
- Enforcement of policies

14:00 - 15:00 EST



### **Bystander Intervention: The First Line of Defense Against Harassment**

***Diane Mason, Founder / President, HR Proactive Inc.***

Empower employees to be the first line of defence against harassment, bullying and violence in the workplace. How we respond to these situations sets the tone for what we will tolerate and deem as acceptable behaviour.

- The 'Who'
  - Definition of a Bystander
  - Definition of Bystander Intervention
- Stigma Hesitation
  - Reasons People Don't Act
- The 'Bystander Effect'
  - Definition of the Bystander Effect
  - Three Factors Influencing the Bystander Effect
- The Five 'Ds' of Bystander Intervention
- Harassment in the Workplace and Bystander Intervention

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15:00 - 15:15 EST    Break

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## DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 15, 2022

15:15 - 16:00 EST



### **Managing Violence Risk in the Context of Investigations and the Challenge of Parallel Investigations**

**Stephen Hart, Protect International Risk and Safety Services Inc.**

- Overview of professional responsibility to identify and respond to violence risk
- Definition of violence, violence risk assessment and violence risk management
- Examination of the challenge of parallel investigations triggered when violence occurs
- Discussion of four key principles for navigating the challenge of parallel investigations
- Suggested response and hierarchy for responding to violent incidents

16:00 - 16:45 EST



### **Diversity, Equity and Inclusion Considerations in Discrimination and Harassment: Legal, Practical, Corporate Risk and Societal Perspectives**

**Courtney Betty, Lawyer, Speaker, and Diversity Strategist, Betty's Law Office**

Diversity and Equity are now a major focus for all organizations. Employees are now using legal remedies to address racism, discrimination, and harassment. Companies are now subject to human rights claims, class actions, or the use of social media to damage the reputation of a corporate brand, sometimes beyond repair. This presentation includes:

- Reviewing your organizational policies, practices and procedures to see if they create situations in your organization that might be considered discriminatory, harassing or bullying before they create legal damage
- Helping corporations identify diversity policies, practices or initiatives that might be considered as discriminatory, harassing or bullying
- Can or should microaggressions be considered harassment, bullying or discrimination?

16:45 EST

**End of Day One**

### **SPONSORSHIP AND EXHIBITION OPPORTUNITIES**

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

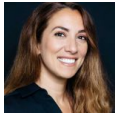
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# Preventing **Discrimination, Harassment Bullying & Violence** in the Workplace

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, NOVEMBER 16, 2022

10:00 - 10:15 EST



### **Welcome and Opening Remarks from the Chair**

**Catherine Lafontaine, Director, Talents and Culture, Employee Relations, Ubisoft**

10:15 - 11:30 EST



### **Establishing and Operating Threat Assessment Teams**

**Kelly A. Watt, Protect International Risk and Safety Services Inc.**

- Overview of requirements, standards, and guidelines
- Examination of identified needs of threat assessment teams
- Discussion of major tensions faced by threat assessment teams
- Summary of goals, structures, process and outcomes of threat assessment teams
- Discussion of relevant case examples

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11:30 - 11:45 EST    Break

11:45 - 12:30 EST



### **Trauma Informed and Remote Investigation**

**Katharine Montpetit, Team Lead, Workplace Investigations, Rubin Thomlinson LLP**

- Understanding trauma
- Definition of trauma informed approach to investigations
- Where is trauma informed investigation appropriate
- Considerations in selecting an investigator
- What employers need to know

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12:30 - 13:30 EST    Break

13:30 - 14:15 EST



### **Employer Obligations to Address Domestic Violence in the Workplace: Tools and Training**

**Silke Brabander, Senior Program and Policy Advisor, Violence Prevention & Community Partnerships, Government of New Brunswick**

- Recognition that abuse does not always stay at home, it also comes to work
- Employer obligations to prevent domestic violence and support workers affected by domestic violence
- Assessing risks of domestic abuse entering the workplace and having policies that specify action to address them
- Tools to help employers address domestic violence in the workplace
- Best practices for all workplaces
- The need to discuss domestic violence with confidence
- Responding to disclosures

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, NOVEMBER 16, 2022

14:15 - 15:00 EST



### **Confidentiality: Who Has the Right to See What?**

**Elizabeth Bingham, Team Lead, Workplace Investigations, Rubin Thomlinson LLP**

The Report is written. Labour and executive want to see it.

- What confidentiality rules apply?
- How can you manage expectations around confidentiality throughout the process?
- What do these parties need to know?
- How do you craft effective report summaries?
- Confidentiality issues when dealing with internal versus external investigators

15:00 - 15:15 EST      Break

15:15 - 16:00 EST

### **How Union and Management Can Work Together to Prevent, Manage and Resolve Complaints**

**Lee Anne Leo, HR Business Partner, Ornge (Air Ambulance)**

**Cate Moss, National Human Rights Coordinator, Unifor Local 2002**

16:00 - 16:45 EST



### **Expert Insights: Observations, Trends and the Future of Work**

**Dara Marcoccia, Director, Human Resources, Trillium Health Partners**

**Courtney Laidlaw, Human Rights Consultant in the Diversity & Culture Group, Toronto Transit Commission**



**Richard Sharpe, Director, Equity, Anti-racism, Diversity and Inclusion, Department of Justice Canada**

Senior HR professionals will share their observations on key themes and trends in preventing discrimination, harassment, bullying and violence and creating a fair, just and diverse workforce. You will leave inspired and ready to implement new ideas and strategies to achieve your goals in the year ahead.

16:45 EST

**End of Day Two**

# Preventing **Discrimination, Harassment Bullying & Violence** in the Workplace

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## REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Ext \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_

Email address \_\_\_\_\_

Name of Approving Manager \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Company's main line of business \_\_\_\_\_ Number of Employees \_\_\_\_\_

### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by September 2
Course for Groups of 3 +	\$ 2,299 each	<b>\$ 1,599 each</b>
Course for Groups of 2	\$ 2,399 each	<b>\$ 1,699 each</b>
Course for 1 Registrant	\$ 2,499	<b>\$ 1,799</b>

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



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#### VIRTUAL CONFERENCE:

*Preventing Discrimination, Harassment Bullying & 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 November 1, 2022**. 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 **November 1, 2022**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **November 1, 2022** and fail to attend will be liable for the entire registration fee.

**DISCOUNT CODE: 1424-W**

