

November 15 - 16, 2022 • Virtual Conference

The Essential Program on:

Preventing Discrimination, Harassment Bullying & Violence in the Workplace



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



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



Lee Anne Leo
Ornge (Air Ambulance)



Jennifer Mak



Richelle Pollard
KPMG Law, LLP



Richard Sharpe
**Department of Justice
Canada**

... and more



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

- Fulfill 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

REGISTER TODAY!

Email: register@infonex.com

Call [1.800.474.4829](tel:1.800.474.4829) or

www.infonex.com

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

November 15 - 16, 2022 • Virtual Conference

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 - 11:00 EST



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

Richelle Pollard, Partner, KPMG Law, LLP

- Varying definitions, interpretations and understanding of the challenge across Canada
- The growing importance of OHS legislation & regulations
- New Federal Harassment & Violence Prevention Regulation
- Investigation techniques and strategies
- Resolution options, preserving evidence and litigation

11:00 - 11:45 EST

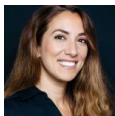


Workplace Violence and Mental Health Accommodation

Connie Cheung, Lawyer, Sherrard Kuzz LLP

- 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

11:45 - 12:30 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

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

November 15 - 16, 2022 • Virtual Conference

DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 15, 2022

12:30 - 13:30 EST Break

13:30 - 14:15 EST



Bystander Intervention: The First Line of Defense Against Harassment

Heather Trojek, Consultant, 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

14:15 - 15:00 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

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

November 15 - 16, 2022 • Virtual Conference

DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 15, 2022

15:00 - 15:15 EST Break

15:15 - 16:00 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?

16:00 - 16:45 EST



Anti-Bullying and Harassment: Working Towards a Respectful Workplace

Nelson Onwuliri, Head of Human Resources Manager, Tsay Keh Dene Nation

- Why we need policies and procedures (our legal obligations)
- What is and what is not workplace bullying/harassment
- What to do about workplace bullying/harassment
- Training and educating managers, supervisors and employees about their obligations
- Looking beyond workplace bullying/harassment

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.

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

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

November 15 - 16, 2022 • Virtual Conference

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

11:30 - 11:45 EST Break

11:45 - 12:30 EST



Trauma Informed and Remote Investigation

Flora Vineberg, Workplace Investigator and Trainer, 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

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, Women's Equality Branch, 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

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

November 15 - 16, 2022 • Virtual Conference

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

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

November 15 - 16, 2022 • Virtual Conference

DAY TWO PROGRAM AGENDA: WEDNESDAY, NOVEMBER 16, 2022

16:00 - 17:00 EST



Expert Insights: Observations, Trends and the Future of Work

Moderator: Jennifer Mak, Human Rights and Equity Strategist



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.



- What are some key challenges and barriers that you're experiencing in your work to eliminate discrimination, harassment, and violence and what have you been doing to tackle such challenges?
- What roles do equity and human rights play in creating and maintaining workplaces that are fair, just, diverse, and free from discrimination, harassment, and violence?
- What are some of your key goals and strategies in the upcoming year and how will the future of work influence the ways in which you prevent discrimination, harassment, and violence?

17:00 EST

End of Day Two

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.

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

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

November 15 - 16, 2022 • Virtual Conference

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

<i>Prices subject to GST / HST</i>	Full Price	Register by November 11
Course for Groups of 3 +	CAD \$ 2,299 each	CAD \$ 2,199 each
Course for Groups of 2	CAD \$ 2,399 each	CAD \$ 2,299 each
Course for 1 Registrant	CAD \$ 2,499	CAD \$ 2,399



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

Method of Payment: ☐ VISA ☐ MasterCard ☐ Cheque enclosed, payable to INFONEX Inc.

Cardholders Name: _____

Card Number: _____ Exp. Date: _____ / _____

CVV / CSC: _____ Signature: _____

☐ Please check box if you are GST / HST exempt Exemption # _____

3 SEND US YOUR REGISTRATION

GST / HST No. R134050012

EMAIL: register@infonex.com **WEBSITE:** www.infonex.com

TELEPHONE: 1.800.474.4829 **MAIL:** INFONEX INC.
330 Bay Street, Suite 1500
Toronto, ON M5H 2S8

VIRTUAL CONFERENCE:

Preventing Discrimination, Harassment Bullying & Violence in the Workplace will be held as a virtual on-line event. 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:

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.

Contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

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

