

November 21 - 22, 2023 • Virtual Conference

The Essential Program on:

Preventing Discrimination, Harassment, Bullying & Violence in the Workplace

Expert Guidance, Information & Insight to Make Workplace Safety a Reality in Your Organization



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Norm Keith
KPMG LLP



Dara Marcoccia
Royal Victoria Regional
Health Centre



Sharad Kerur
Resolution Pathways



Patricia Phillips
Royal Victoria Regional
Health Centre



Simon-Pierre Paquette
Purolator Inc.



Professional Development

Outstanding speakers will share their expertise so you:

- Understand all relevant legislation
- Identify risks before incidents occur
- Protect transgender targets of discrimination, harassment and violence
- Handle complaints against the C-Suite professionally
- Use the tools and protocols for risk/hazard assessment
- Meet your obligations to employees experiencing domestic violence
- Make sure supervisors and managers fulfill their front line responsibilities for preventing discrimination, harassment, bullying & violence
- Resolve the tension between the duty to accommodate employees with mental illness and the obligation to maintain a safe workplace
- Fulfill complex privacy and confidentiality obligations
- Know when, if ever, it is permissible to breach a confidence?
- Gauge when and if microaggression

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

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DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 21, 2023

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Jennifer Mak, Human Rights and Equity Strategist

10:15 - 11:00 EST



The Legal Framework: Prevent & Manage Discrimination, Bullying, Harassment & Violence

Norm Keith, Partner, KPMG LLP

- The challenge for employers
- Human rights law
- Emerging issues in OHS legislation & regulations
- Privacy expectations and “laws” and respect in the workplace
- The *Criminal Code* in your compliance program
- New Federal Harassment & Violence Prevention Regulation – Should we all conform to the higher standards required of federally regulated employers?
- 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
- Providing support to employees affected by harassment and violence

11:00 - 11:45 EST



Identifying Risk Before Violence Occurs: Best Practices in Violence Risk / Hazard Assessment

Brianne Layden, Protect International

When should you be concerned about the risk of violence in the workplace? How do you prioritize cases? What immediate actions should you take? This session will cover:

- The nature of violence and violence risk
- What constitutes a risk assessment?
- Triaging of cases
- Identifying warning signs and implementing immediate actions
- Approaches to violent risks
- Tools and protocols to assess risk/hazards
- The importance of conducting a “threshold” assessment prior to referring the file for investigation
- Are there other options if you don’t meet the threshold?

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Complaints Against C-Suite Executives: Conducting a Proper Investigation While Managing Reputational Damage

Stuart Rudner, Rudner Law

When an allegation of harassment arises against a leading executive, it can send the company into a tailspin. HR leaders can panic if they are not prepared. Topics include:

- The power dynamic, trust and equity issues
- Developing a “Relationships at Work” policy that is pragmatic and useful
- Written policies around disclosure of relationships
- The need for comprehensive disciplinary procedures laying out steps that should be taken if a C-Suite individual commits an act of misconduct
- Contract provisions to provide employers with tools and rights to allow for investigation
- Is termination always necessary?
- Is termination always appropriate?
- Considerations in recruiting executives who reflect organizational values
- Why witnesses and complainants don't report
- The need for training for executives

12:30 - 13:30 EST Break

13:30 - 14:15 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

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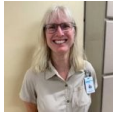
DAY ONE PROGRAM AGENDA: TUESDAY, NOVEMBER 21, 2023

14:15 - 15:00 EST



Best Practice: Meeting Your Obligations for Employees Experiencing Domestic Violence

Dara Marcoccia, Vice President, People Experience and Chief Human Resources Officer, Royal Victoria Regional Health Centre



Leigh Gross, Royal Victoria Regional Health Centre

Patricia Phillips, Manager, Occupational Health and Wellness, Royal Victoria Regional Health Centre



Nitin Pardal, Legal Counsel, Employment and Labour Relations, Royal Victoria Regional Health Centre



Employers have an obligation to ensure a safe workplace for all including the prevention of Domestic Violence. This session will cover the vital role the workplace plays in protecting an employee from domestic abuse, ensuring the safety of all and providing resources to support leaders, the team and the individual experiencing abuse.

- Employer's legal obligations regarding domestic violence
- Risk assessments
- Strategies to manage incidents of domestic violence
- Resources to support leaders, individuals experiencing abuse and the team

15:00 - 15:15 EST Break

15:15 - 16:30 EST



Building Your Conflict Management Competencies

Sharad Kerur, CEO, Resolution Pathways

How do people respond when they find themselves in conflict situations? What triggers drive negative conflict? Can you learn to turn negative into productive conflict? The answer is a resounding YES!

- Improving one's conflict competencies through a behavioural lens
What constitutes constructive vs. destructive (active vs passive) reactions?
- Examining the "hot-buttons" that influence behaviours,
- channel conflict from negative stressful situations to positive stress-free ones

16:30 EST

End of Day One

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DAY TWO PROGRAM AGENDA: WEDNESDAY, NOVEMBER 22, 2023

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Jennifer Mak, Human Rights and Equity Strategist

10:15 - 11:00 EST



Front Line Responsibility to Prevent Discrimination, Harassment, Bullying & Violence

Ozlem Yucel, Partner, Turnpenney Milne LLP

- The supervisor's duty to enforce workplace harassment policies
- The higher standard imposed on supervisor's
- Why office culture is not an excuse
- Supervisor's duty to intervene
- Supervisor's personal liability for their bad behaviour
- Need to consider the *possibility* of lesser forms of discipline
- Leading cases

11:00 - 11:45 EST



Mental Health: When Do We Accommodate? When Do We Discipline or Terminate?

Margaret-Marie (Meg) Steele, Senior Legal Counsel, Legal Services, Innovative Client Services Department, City of Ottawa

- The evolving definition of workplace violence
- The relationship between mental health and workplace violence
- Investigating potential threats
- Determining when a comprehensive threat assessment is required
- Accommodating employees who have threatened violence
- Accommodation obligations when disability is addiction-based
- What are the signs of addiction?
- What to do if you suspect there is an addiction problem
- When is drug and alcohol testing permissible?
- Options available for accommodating addiction disorders

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DAY TWO PROGRAM AGENDA: WEDNESDAY, NOVEMBER 22, 2023

11:45 - 12:30 EST



Harassment in the Virtual Workplace

Simon-Pierre Paquette, Director, Labour, Employment & Litigation, Purolator Inc.

- What is cyberbullying?
- The evolving legal landscape
- What are my obligations as an employer?
- What are my obligations as an employee?
- How far does the “workplace” extend in a virtual world?
- Is virtual conduct “off-duty”?
- Adapting workplace policies
- Enforcement challenges

12:30 - 13:30 EST Break

13:30 - 14:15 EST



Do Micro Aggressions Amount to Discrimination or Harassment?

Courtney Betty, JD, Founder and Senior Partner, Betty’s Law Office Professional Corporation

Organizations must recognize that Micro Aggressions have been seen as Death by a 1000 paper cuts. In many cases the Micro Aggressions cumulatively form the basis of a Discrimination and Harassment claim. Micro Aggressions come in many forms including sexism, racism and an insensitivity to an individual’s culture in the work environment.

This session will deal with how to deal with behaviours that are considered microaggressions.

14:15 - 15:30 EST

Bullying vs. Harassment: Is There a Difference and Why Does It Matter?

Luiza Vikhnovich, Partner, Sherrard Kuzz LLP

While often grouped together, harassment and bullying are quite different in severity, impact on others and how and where they are handled. This session provides what you need to know to manage each appropriately:

- Definitions
- Types of bullying – OH&S and due diligence – possible civil claims
- Difference between strong management and bullying
- Harassment- discrimination based on prohibited grounds of discrimination in Human Rights Codes and Commission proceedings

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15:30 - 15:45 EST Break

15:45 - 16:30 EST



Targeting of LGBTQ Individuals in the Workplace

Larry Rousseau, Executive Vice President, Canadian Labour Congress

16:30 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.

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

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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 November 17
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.

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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:

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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 7, 2023**. 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 7, 2023**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **November 7, 2023** and fail to attend will be liable for the entire registration fee.

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