

THURSDAY, MAY 30 AGENDA

WORKPLACE INVESTIGATIONS IN CANADA

8:00 AM Registration & Breakfast Buffet

8:45 AM Welcome Remarks

Monica Jeffrey (JMJ Workplace Investigation Law LLP and AWI President),
Ayla Salyn (Fulton Law), and Matt Malone (Thompson Rivers University)

9:00 AM Workplace Investigations by the Data

Presenter: William Goldbloom (WG Resolutions)

9:30 AM Putting the Brakes on Workplace Investigations: Flexible and Holistic
Threshold Assessments

Presenter: Presenters: Kristie Cronin (Deputy Minister of Human Resources,
Nunavut); Michelle Jones (Partner, Lawson Lundell); Sandra Mackenzie
(Partner, Lawson Lundell and Deputy Law Clerk of the Legislative Assembly,
NWT)

10:30 AM Coffee Break

11:00 AM Defining Boundaries: Navigating the Concept of the Harassment
“In the Workplace”

Presenter: Aryeh Green (Lawyer and Investigator, Mortimer Khoraych) and
Rupa Karyampudi (Lawyer and Investigator, Mortimer Khoraych)

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11:45 AM Navigating Emerging Frontiers in Workplace Investigations

Presenters: Inna Koldorf (Partner, Employment & Labour Law, KPMG) and
Asha Rampersad (Partner, Turnpenney Milne)

12:30 PM Lunch & Keynote on the Transition from Workplace
Investigations to Sports Investigations

Presenter: Jennifer White (SportSafe Investigations Group)

2:00 PM Party Perspectives: From Anonymous and Whistleblower
Complaints to Mobbing to the Respondent Experience

Presenter: Sandeep J. Joshi (Partner, Kushneryk Morgan LLP), Shaib Ibrahim
(Lawyer and Workplace Investigator, Bernardi Human Resource Law LLP), and
Cory Boyd (Co-Managing Partner of Rubin Thomlinson LLP)

3:30 PM Coffee Break

4:00 PM Challenging an Investigator's Decision - Judicial Review

Presenter: Leanne Walsh (Founder, West Coast Workplace Law)

6:00 PM Cocktails and Dinner

FRIDAY, MAY 31 AGENDA

WORKPLACE INVESTIGATIONS IN CANADA

8:00 AM Breakfast Buffet

8:45 AM Unconscious Bias and Power Imbalances

Presenters: Bonnie-Louise Lussier and Ale Henao (Associate Lawyers, Kane Shannon Weiler LLP)

9:30 AM Cognitive Bias and Workplace Investigations

Presenter: Carla L. MacLean, Ph.D. (Kwantlen Polytechnic University)

10:15 AM Coffee Break

10:45 AM Equity in Focus: The Intersection of Race, Disability, and Other Grounds in Workplace Investigations

Presenters: Shannon Sproule (Lawyer and Workplace Investigator, Turnpenney Milne LLP); Cereise Ross (Lawyer and Workplace Investigator, Turnpenney Milne LLP), and Jessica Vliegenthart (Partner, Fulton)

12:15 PM Lunch

1:00 PM The Lifecycle of Internal Investigations & their Common Pitfalls

Presenters: Andre Goh and Jeannette MacLean (Ontario Power Generation) and Shannon Anthony (City of Toronto)

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1:45 PM International Perspectives on Workplace Investigations (the United States, Australia, and New Zealand)

Presenters: Eli Makus (Van Dermyden Makus), Monica Jeffrey (JMJ Workplace Investigation Law LLP and AWI President), Paula Hoctor (Brisbane, Australia), and Andrew Scott-Howman (Wellington, New Zealand)

2:30 PM Coffee Break

3:00 PM Privileged or Not?

Presenters: Jessica Thomson and Leigh Stansfield (Pulver Crawford Munroe LLP)

3:45 PM Alternatives to Formal Workplace Investigations

Presenters: Jacqueline Beltgens (Beltgens Law), Cherolyn Knapp (Knapp Resolutions), Marcia McNeil (Pulver Crawford Munroe LLP)

4:45 PM Concluding Remarks

Monica Jeffrey (JMJ Workplace Investigation Law LLP and AWI President), Ayla Salyn (Fulton Law), and Matt Malone (Thompson Rivers University)

6:00 PM Cocktails and Dinner