

Edmonton - March 19 | Calgary - March 20

#metoo
WORKSHOP

#METOO PREVENTING & INVESTIGATING
SEXUAL HARASSMENT

EMPLOYERS' COUNSEL

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MLT AIKINS

WESTERN CANADA'S LAW FIRM

With the advent of the #MeToo, #TimesUp and #BelieveWomen movements, the number of harassment complaints in the workplace is on the rise. Employees, executives, boards of directors and, in some cases, the media are paying close attention to how employers respond. This workshop is designed to give you the tools to assess your culture for risk and prevent harassment, update your policies, effectively investigate harassment and bullying complaints, and respond appropriately to the outcome of investigations. We will review best practices for addressing #MeToo challenges such as old allegations, multiple complainants, respondents at senior levels of an organization and other highly sensitive situations. We'll end the workshop with a session designed to apply your new knowledge and sharpened skills using hypothetical scenarios to ensure you leave with the practical, legal and strategic advice required in the era of #MeToo.

SPEAKERS



Jean Torrens acts as a strategic partner with human resources and business leaders to manage complex legal situations involving employees and unions. She has extensive experience acting for management in conducting collective bargaining, advising on discipline and terminations, navigating challenging human rights situations, investigating harassment complaints and defending employers facing litigation. She helps employers proactively address workplace culture issues relating to bullying and harassment with a focus on prevention, in addition to helping them manage complex harassment and bullying issues, including related litigation such as retaliation complaints. She also supports employers responding to urgent OH&S situations.



Walter Pavlic, Q.C. helps organizations with all aspects of their employment and labour relations matters. He is experienced in collective bargaining, arbitrations, human rights complaints, employment contracts, discipline issues, dismissal planning, wrongful dismissal litigation, non-competition actions, employee fraud and recovery as well as Labour Relations Board hearings. He is a member of the Board of Directors of the Law Society of Alberta and past president of the Canadian Bar Association-Alberta Branch.

ON THE AGENDA

#MeToo, #TimesUp, #BelieveWomen

- From Anita Hill to Dr. Blasey Ford – how far have we come?
- Discuss the purpose of these movements and where they are headed
- Review statistics regarding harassment and underreporting

Culture and Prevention

- Assess whether your workplace suffers from underreporting
- Consider strategies to prevent harassment
- Examine how to create a safe environment for survivors

Legal Landscape

- Learn about recent cases on harassment, including new examples and damages awards
- Review recent updates to OH&S legislation defining harassment and imposing new legal duties
- Know how to update your policies and achieve legal compliance

Effective Investigation Techniques

- Know when to hire an external investigator
- Examine how to maintain privilege and confidentiality
- Understand how to provide a fair process to all concerned
- Learn what to put in your report (and what not to)

Responding to Founded Complaints

- Identify strategies to address violations and prevent recurrence
- Keep your promise to protect against retaliation
- Develop strategies to respond to media attention

Hypothetical Scenarios

- Practice your new skills in a group setting dealing with hypothetical complaints



This seminar qualifies for 7 CPHR CPD hours.

REGISTER

Register online: events.mltaikins.com

Email, fax or mail completed registration form to:

Amy Foley, MLT Aikins LLP
Suite 2200, 10235 - 101st Street
Edmonton, AB T5J 3G1

P: (780) 969-5092
F: (780) 969-3549
labourlaw@mltaikins.com

Select location:

- Edmonton:** Tuesday, March 19 2019, Westin Edmonton Hotel, 10135 100th Street N.W.
- Calgary:** Wednesday March 20, 2019, Marriott Downtown Hotel, 110 9th Avenue S.E.
- Registration: 8:00 a.m. | Seminar: 8:30 a.m. - 3:30 p.m.

Registration closes March 7, 2019. For a full refund, cancel before March 11, 2019.

Registration is limited. Only employers or their representatives are eligible to attend. We reserve the right to decline registrants.

REGISTRANT INFORMATION

Company: _____

Phone: _____ Fax: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Name: _____ CPHR Member:

Title: _____

Email: _____

METHOD OF PAYMENT

GST #121975544

- Regular Fee:** \$595 per person +GST (\$29.75) = \$624.75
- CPHR Member:** \$535 per person +GST (\$26.75) = \$561.75

Breakfast, lunch and refreshments will be provided.

Cheque enclosed Visa MasterCard Amex

GST Exempt, Reg. #: _____

Credit Card #: _____

Expiry Date: _____

Name on Card: _____

Signature: _____