

## **Conducting an Effective Workplace Harassment Investigation**

### **FULL-DAY INTENSIVE WORKSHOP**

In Ontario, as in many other jurisdictions across Canada, an employer is required by law to conduct an investigation in response to an allegation of workplace harassment (for example, in Ontario there is Bill 132 (*Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*, 2016).

However, **how** to conduct an effective investigation is rarely straight forward. For more complex or sensitive matters, it is often prudent to retain counsel to investigate and report to management. In other cases, an employer may be well suited to conduct the investigation ‘in house’.

A well planned and executed investigation will help management make sound and defensible decisions, enhance employee morale and bolster the credibility of its finding if brought before an adjudicator for review. By contrast, a poorly planned and executed investigation can result in less than optimal decision-making, a finding by an adjudicator the investigation was flawed or unlawful, and attract damages against the employer for acting in bad faith.

This workshop will provide participants with training on **how to conduct an effective workplace harassment investigation** using real-life scenarios and interactive learning sessions.

Topics include:

- What type of complaint or misconduct must be investigated?
- How to conduct an interview.
- Dealing with tricky investigation situations.
- How to reach defensible findings of fact.
- What is (and is not) harassment?
- Writing a complete, well-organized and effective harassment report.
- Post-report issues.

**DATE and TIME:** Each workshop is from 9:00am – 3:30 pm  
**Thursday, March 28, 2019**  
**Thursday, April 4, 2019**

**LOCATION:** Sherrard Kuzz LLP, 250 Yonge Street, Suite 3300, Toronto

**COST:** \$525 plus tax

**REGISTER:** <http://www.sherrardkuzz.com/workshops.php>

**This is a small group workshop; space is extremely limited.**