

## HReview Seminar Series

Please join us at our next HReview Breakfast Seminar:

### Discipline in the Workplace- Common Issues and Best Practices

Discipline in the workplace can be an employer's greatest challenge; more so, when complicated by a workplace harassment complaint or Human Rights Code consideration. Too often employers feel their hands are tied, preventing corrective action or discipline.

In this seminar we explore practical and strategic approaches to address misconduct, poor performance and discipline. Topics include:

#### 1. When is discipline appropriate?

- Can an employee be disciplined for off-duty misconduct?
- Is there still value in a performance improvement plan?

#### 2. What is the appropriate discipline?

- Mitigating and aggravating factors.
- How to communicate the outcome.

#### 3. Union Representation

- How does this impact the process?

#### 4. Human Rights

- When (and how) disability, family status or another protected ground influences an employer's decision-making.
- Can we still use a Last Chance Agreement? If so, when and how?

#### 5. Harassment and Conflict

- Can an employer's duty to ensure a safe workplace justify discipline?
- Can discipline be issued to an employee who makes a harassment complaint?

#### 6. Practical tips to ensure the best outcome

**DATE:** Wednesday June 12, 2019; 7:30 – 9:30 a.m. (breakfast at 7:30 a.m.; program at 8:00 a.m.)

**VENUE:** Mississauga Convention Centre - 75 Derry Road West, Mississauga

**COST:** Complimentary

**REGISTER:** By Monday May 27, 2019 at [www.sherrardkuzz.com/seminars.php](http://www.sherrardkuzz.com/seminars.php)

**Law Society of Ontario, CPD Hours:** This seminar may be applied toward 1.5 general CPD hours.

HRPA CHRP designated members should inquire at [www.hipa.ca](http://www.hipa.ca) for eligibility guidelines regarding this *HReview Seminar*.

To subscribe to or unsubscribe from *Management Counsel* and/or invitations to our *HReview Seminar Series* visit our website at [www.sherrardkuzz.com](http://www.sherrardkuzz.com)



250 Yonge Street, Suite 3300  
Toronto, Ontario, Canada M5B 2L7  
Tel 416.603.0700  
Fax 416.603.6035  
24 HOUR 416.420.0738  
[www.sherrardkuzz.com](http://www.sherrardkuzz.com)  
 @SherrardKuzz



**LEXPERT RANKED**

"Selection in the Canadian legal Lexpert® Directory is your validation that these lawyers are leaders in their practice areas according to our annual peer surveys." Jean Cumming Lexpert® Editor-in-Chief