



# THE OSGOODE CERTIFICATE IN HUMAN RIGHTS THEORY AND PRACTICE

Now returning to its original **In-Person** format.  
Don't miss this **unparalleled networking opportunity!**

## How well do you understand the complex world of human rights?

New approaches to equity, diversity and inclusion ensure that human rights issues will continue to impact governments, public institutions and the private sector. These changes underscore the importance of being able to understand and, more importantly, apply human rights concepts.

Over the course of one (1) week, you will learn from a stellar faculty of practicing lawyers, human rights professionals and academics. They will address key themes and concepts, and you will be able to apply these in an interactive role-play situation and receive individualized feedback.

Register today at:

[osgoodepd.ca/humanrights](https://osgoodepd.ca/humanrights)

## PROGRAM DIRECTORS



**Patrick Case**  
Former Assistant Deputy  
Minister, Education Equity  
Secretariat, Ontario Ministry  
of Education



**Ruth Goba**  
Former Interim Chief  
Commissioner, OHRC/  
Consultant

## REGISTRATION DETAILS

May 6 - 10, 2024  
5 Consecutive Days  
In-Person



# The Osgoode Certificate in Human Rights Theory and Practice

Interpreting and applying human rights legislation presents a complex and often unique set of challenges.

*Are you prepared?*

Found in every province and territory as well as federally, human rights legislation touches every individual and organization. Whether you're dealing with human rights issues in the workplace, the classroom or other settings, you need to understand how to interpret and correctly apply the appropriate regulatory framework to protect your organization, your employees and yourself.

This unique, in-depth program is designed specifically for lawyers, human rights and human resources professionals.

Our highly distinguished faculty of practicing lawyers and academics with years of experience in this field will equip you with the knowledge and practical skills you need to competently and confidently handle day-to-day challenges, as well as more complex human rights issues.

Lectures will be supplemented by simulations, case studies and hands-on workshops providing a practical, skills-focused learning experience.

*“I LOVED the role-playing exercise. It helped me think critically about applying all the learnings we have had in this program so far.”*

Daljit Sanders  
People and Culture Manager,  
Westcoast Family Centres Society



In this practical, hands-on certificate program, you can build upon your knowledge of:

- The concepts of discrimination and harassment
- The duty to accommodate in relation to gender, disability, religion/creed, family status and other human rights grounds
- The effect of intersectionality
- Resolving conflicts involving competing rights
- The interplay between human rights legislation and other related legislative regimes
- The review and implementation of institutional human rights policy
- Strategic decision-making to resolve complaints through informal or formal processes
- The role of human rights agencies (Commissions, Tribunals, Advocacy Centres) and the Courts
- Advocacy before human rights or other tribunals
- Identifying and resolving ethical issues and issues of fairness in human rights matters
- What remedies are available for human rights violations?
- Dealing with the aftermath of a human rights complaint

## Who Should Attend

- Human Rights Professionals
- Human Resources Professionals
- Human Rights Lawyers
- Employment and Labour Law Practitioners
- In-House Counsel
- Trade Union Representatives
- Diversity/Equity/Inclusion Officers
- Disability and Return to Work Managers
- Human Rights and Equity Consultants

Register today at:

[osgoodepd.ca/  
humanrights](https://osgoodepd.ca/humanrights)



# Taught by a highly distinguished faculty of leading Human Rights experts

## Program Directors



### Patrick Case

Former Assistant Deputy Minister,  
Education Equity Secretariat,  
Ontario Ministry of Education



### Ruth Goba

Former Interim Chief Commissioner,  
OHRC/Consultant

## Advisory Board

#### Antonella Ceddia

Executive General Counsel & Head of Legal  
Services, Toronto Catholic District School Board

#### Shelagh Day

Former President & Senior Editor,  
Canadian Human Rights Reporter

#### Fo Niemi

Executive Director, Centre for  
Research-Action on Race Relations (CRAAR)

#### Dora Nipp

Human Rights Education & Change Specialist

#### Susan Ursel

Ursel Phillips Fellows Hopkinson LLP

## Program Faculty

#### Anna Abbott

Blake, Cassels & Graydon LLP

#### Lisa Addario

Member, Canadian Industrial Relations Board

#### Anthony Anirud

Commissioner, Human Rights, Equity &  
Accessibility, Kawartha Pine Ridge District  
School Board (KPRDSB)

#### Yvette Barnes

Consultant, Turner Consulting Group

#### Patrick Case

Former Assistant Deputy Minister, Education  
Equity Secretariat, Ontario Ministry of Education

#### Antonella Ceddia

Executive General Counsel & Head of Legal  
Services, Toronto Catholic District School Board

#### Patricia D'Heureux

Cavalluzzo LLP

#### Debbie Donsky

Superintendent of Education,  
Toronto District School Board (TDSB)

#### Mahejabeen Ebrahim

Human Rights System Lead,  
Toronto District School Board (TDSB)

#### Jake Okechukwu Effoduh

Assistant Professor, Lincoln Alexander School  
of Law, Toronto Metropolitan University

#### Leanne Foster

Principal of UTS, University of Toronto Schools

#### John Fraser

Manager of Intake Services,  
Human Rights Legal Support Centre

#### Karin Galldin

Goldblatt Partners LLP

#### Cara Gibbons

Employment and Labour Lawyer,  
City of Toronto

#### Ruth Goba

Former Interim Chief Commissioner,  
OHRC/Consultant

#### William Goldbloom

WG Resolutions

#### Amelia Golden

Golden Investigations

#### Matthew Horner

Counsel, Ontario Human Rights Commission

#### Amanda Hotrum

Director, Office of Diversity, Equity and  
Sustainability Initiatives, OCAD University

#### Rani Khan

Senior Legal Counsel and Legal Manager,  
Human Rights Legal Support Centre

#### Sonia Lawrence

Associate Professor, Osgoode Hall Law School,  
York University

#### Susie Lindsay

Counsel, Law Commission of Ontario

#### Marian MacGregor

Executive Director, Centre for Human Rights,  
Equity and Inclusion, York University

#### Melissa Mark

Counsel, Human Rights Legal Support Centre

#### Clara Matheson

Ombudsman Investigator (Housing),  
Ombudsman Toronto

#### Geetha Philipupillai

Goldblatt Partners LLP

#### Gabriel Reznick

Staff Lawyer, ARCH Disability Law Centre

#### Ashley Richards

Principal Legal Counsel & Investigator,  
Richards Advocacy

#### Morgan Sim

Parker Sim LLP

#### Njeri Damali Sojourner-Campbell

Hicks Morley Hamilton Stewart Storie LLP

#### Kimberley Tavares

Coordinating Vice Principal, Anti-Racism,  
Equity, Inclusion, Access & Innovation  
Programs, University of Toronto Schools

#### Nana Yanful

Yanful Law

Register today at:

[osgoodepd.ca/humanrights](https://osgoodepd.ca/humanrights)

# Agenda

## DAY 1

May 6, 2024

9:00 a.m. – 4:30 p.m. ET

### Human Rights: Theory and Practice

- Theories of rights – the Hohfeldian analytical system
- The Canadian Human Rights system – history and current practices
  - domestic provincial human rights law and policy
  - the Federal level, including the *Bill of Rights*, *Canadian Human Rights Act* and the *Employment Equity Act*
  - the Constitution: *Canadian Charter of Rights and Freedoms*
  - the human rights interplay with the *Charter* [ss.15, 7, 2(b)], the influence of international human rights standards
- The bigger picture
  - the evolution of the concepts of equality and discrimination
  - universality of human rights principles/ cultural relativism (within a Canadian context)
  - cultural change and organizational change
- The enforcement of human rights laws in Canada
  - the spectrum of human rights systems in Canada
  - roles of those with rights, duties and responsibilities under human rights law

## Faculty

**Anthony Anirud**, Commissioner, Human Rights, Equity & Accessibility, Kawartha Pine Ridge District School Board (KPRDSB)

**Patrick Case**, Former Assistant Deputy Minister, Education Equity Secretariat, Ontario Ministry of Education

**Ruth Goba**, Former Interim Chief Commissioner, OHRC/Consultant

**Sonia Lawrence**, Associate Professor, Osgoode Hall Law School, York University

## DAY 2

May 7, 2024

9:00 a.m. – 4:30 p.m. ET

### Duty to Accommodate/Dealing with Competing Rights

- The duty to accommodate: theory and practice
  - recognizing the need to accommodate
  - procedural and substantive accommodation
  - information-gathering and assessing needs
  - making informed decisions
  - implementing the decision
  - the importance of record-keeping
  - the limits of accommodation: undue hardship and the key factors to consider
- Intersectionality: addressing multiple grounds in human rights claims
- Competing rights and (argued) hierarchies of rights
  - identifying competing rights
  - tips and tools for dealing with competing rights and resolving conflict
- Proving discrimination
- Guidance for developing and implementing model human rights policies in your organization

**Small-group exercise:** *the duty to accommodate in relation to disability, creed and family status*

## Faculty

**Anna Abbott**, Blake, Cassels & Graydon LLP

**Patricia D'Heureux**, Cavalluzzo LLP

**Leanne Foster**, Principal of UTS, University of Toronto Schools

**John Fraser**, Manager of Intake Services, Human Rights Legal Support Centre

**Matthew Horner**, Counsel, Ontario Human Rights Commission

**Amanda Hotrum**, Director, Office of Diversity, Equity and Sustainability Initiatives, OCAD University

**Marian MacGregor**, Executive Director, Centre for Human Rights, Equity and Inclusion, York University

**Clara Matheson**, Ombudsman Investigator (Housing), Ombudsman Toronto

**Gabriel Reznick**, Staff Lawyer, ARCH Disability Law Centre

**Ashley Richards**, Principal Legal Counsel & Investigator, Richards Advocacy

**Kimberley Tavares**, Coordinating Vice Principal, Anti-Racism, Equity, Inclusion, Access & Innovation Programs, University of Toronto Schools

## DAY 3

May 8, 2024

9:00 a.m. – 4:30 p.m. ET

### Evidence in Human Rights Matters/ Simulation Exercise

This practical, interactive session will use the Kahneman “thinking fast and thinking slow” analysis to show how “embedded self-delusions” that impact decision-making can be overcome.

- Questioning assumptions in human rights matters
  - what mental processes shape our judgement about evidence in human rights fact situations?
  - when assessing evidence, how do intuition and emotion combine with deliberative thought?
- Record-keeping
  - highlighting best practices
  - special concerns with medical recordkeeping
  - dealing with concerns regarding electronic record-keeping

**Simulation:** In the afternoon session on Day 3, participants will engage in an in-class simulation exercise of analyzing and attempting to resolve a workplace human rights dispute that has proceeded to investigative stage.

## Faculty

**Lisa Addario**, Member, Canadian Industrial Relations Board

**Yvette Barnes**, Consultant, Turner Consulting Group

**Patrick Case**, Former Assistant Deputy Minister, Education Equity Secretariat, Ontario Ministry of Education

**Debbie Donsky**, Superintendent of Education, Toronto District School Board (TDSB)

**Mahejabeen Ebrahim**, Human Rights System Lead, Toronto District School Board (TDSB)

### DAY 4

May 9, 2024

9:00 a.m. – 4:30 p.m. ET

## Evidence in Human Rights Matters (continued)/Remedies

Day 4 commences with a follow up and debrief of the Day 3 simulation exercise. This session focuses on exploring the experiences gleaned from the simulation exercise to better understand the concepts in play. The learning outcomes will also be connected to the applicable case law.

In the afternoon, the focus shifts to the remedial powers of human rights tribunals. In addition to discussing the more traditional remedies of damages and/or reinstatement (for example, in a case of discrimination in the workplace), faculty will also explore what systemic remedies are available in such cases.

- Debriefing the simulation
- Writing a report in contemplation of a review – tips and tools
- Interplay between human rights legislation and other legislative provisions
  - employment standards
  - disability accessibility legislation
  - labour laws
- The remedial powers of human rights tribunals
- Systemic remedies: current examples of innovative solutions being crafted by human rights tribunals
- Damages
- Overcoming the practical challenges to enforcing human rights settlements

## Faculty

**Karin Galldin**, Goldblatt Partners LLP

**Cara Gibbons**, Employment and Labour Lawyer, City of Toronto

**Ruth Goba**, Former Interim Chief Commissioner, OHRC/Consultant

**William Goldbloom**, WG Resolutions

**Rani Khan**, Senior Legal Counsel and Legal Manager, Human Rights Legal Support Centre

**Melissa Mark**, Counsel, Human Rights Legal Support Centre

**Njeri Damali Sojourner-Campbell**, Hicks Morley Hamilton Stewart Storie LLP

*“Great speakers with a variety of knowledge. I liked the way the topics covered different perspectives and went beyond Ontario.”*

**Manju Varma**, Executive Director of Human Rights, Equity and Inclusion, Nova Scotia Community College

### DAY 5

May 10, 2024

9:00 a.m. – 4:15 p.m. ET

## Advanced Topics in Human Rights Law and Practice

- Workplace investigations
- Advancing the law
- How it works at the Human Rights Tribunal: from application to decision, and what to do if your organization receives an application
- Judicial review
  - assessing the tribunal's reasoning processes: determining what kinds of human rights decision making attracts judicial intervention
  - key judicial review cases
- New developments in human rights law: a panel discussion

## Faculty

**Patrick Case**, Former Assistant Deputy Minister, Education Equity Secretariat, Ontario Ministry of Education

**Antonella Ceddia**, Executive General Counsel & Head of Legal Services, Toronto Catholic District School Board

**Jake Okechukwu Effoduh**, Assistant Professor, Lincoln Alexander School of Law, Toronto Metropolitan University

**Ruth Goba**, Former Interim Chief Commissioner, OHRC/Consultant

**Amelia Golden**, Golden Investigations

**Susie Lindsay**, Counsel, Law Commission of Ontario

**Geetha Philipupillai**, Goldblatt Partners LLP

**Morgan Sim**, Parker Sim LLP

**Nana Yanful**, Yanful Law

# Registration Details

**Fee per Delegate: \$3,595 + TAX**

**Newly Licensed\*: \$1,797.50 + TAX**

*\*This fee applies to newly licensed regulated professionals within the past 2 years*

Fees include attendance, electronic materials and technical support. Group discounts are available. Visit [www.osgoodepd.ca/group-discounts](http://www.osgoodepd.ca/group-discounts) for details.

## Financial Assistance

This program is eligible for OSAP funding. Federal and provincial job grants may be available. You may also apply for financial assistance with OsgoodePD. To learn more, visit: [www.osgoodepd.ca/financial-assistance](http://www.osgoodepd.ca/financial-assistance).

## Program Changes

We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University's and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

## Cancellations and Substitutions

Substitution of registrants is permitted at any time. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 21 days prior to the program date. If a cancellation request is made with less than 21 days notice, a \$150 administration fee will apply. No other refund is available.

## For further program-related information, please contact:

David Thomas, Program Lawyer at 416.270.7316 or email [dthomas@osgoode.yorku.ca](mailto:dthomas@osgoode.yorku.ca)

# Certificate Requirements

To receive an Osgoode Certificate, you must attend all program modules and pass the post-program multiple-choice assessment.

## Register today at:

[osgoodepd.ca/humanrights](http://osgoodepd.ca/humanrights)

Email: [osgoodepd@osgoode.yorku.ca](mailto:osgoodepd@osgoode.yorku.ca)

Phone: 416 597 9724

Mail: 1 Dundas Street West, 26th Floor, Toronto, ON, M5G 1Z3



OsgoodePD has been approved as an Accredited Provider of Professionalism Content by the LSO.

Eligible CPD Hours – LSO (ON): 31h 45m CPD (27h 15m Substantive; 1h 15m Professionalism; 3h 15m EDI)



OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian and US jurisdictions. To inquire about credit eligibility, please contact [cpd@osgoode.yorku.ca](mailto:cpd@osgoode.yorku.ca).

## Past Attendees Say it Best

*"The five days of intensive sessions were most rewarding. As a human rights practitioner, I got the opportunity to deepen my theoretical understanding of human rights law in Canada. Simultaneously, I gathered new skills in promoting the prevention of human rights violations at the post-secondary level.... Thanks to Pat Case for his vision and having the courage to step into the 'gap'."*

Nancy Sims

Former Director, Centre for Human Rights, Equity & Diversity, Humber College

*"I leave this program impressed, motivated and so much more knowledgeable on human rights issues. I will be recommending it to my colleagues unequivocally."*

Laura Colella

Lawyer, Arbitrator, Mediator, Facilitator

*"Engaging lectures, informative materials/reading... Great case law presented to illustrate the topics in each segment."*

Anusha Tikaram

Manager, Equity, Leadership and Accountability Unit, Education Equity Secretariat, Ministry of Education (Ontario)

*"This week has been wonderful ... so excited and energized by what I have learned here."*

Mark Gervin KC

Criminal law barrister, Vancouver