

## Human Resource Law for Education Professionals May 12, 2021

### AGENDA

**8:00 a.m. Program Login**

**8:30 a.m. Welcome and Introduction from the Chair**  
**Jennifer Trépanier**, Keel Cottrelle LLP  
**Nicola Simmons**, Keel Cottrelle LLP

**8:35a.m. Legislative Overview**  
**Jennifer Trépanier**, Keel Cottrelle LLP  
**Nicola Simmons**, Keel Cottrelle LLP

This session will review the legislative framework applicable to human resources in the education sector. It will give you an up-to-date foundation for the rest of the conference.

The legislation includes:

- The Education Act
- Ontario College of Teachers Act, 1996
- Early Childhood Educators Act, 2007
- Teaching Profession Act
- Employment Standards Act, 2000
- Labour Relations Act, 1995
- Occupational Health and Safety Act
- Municipal Freedom of Information and Protection of Privacy Act (“MFIPPA”)
- Personal Health Information Protection Act, 2004 (“PHIPA”)
- Human Rights Code (“Code”)
- Criminal Code and Youth Criminal Justice Act
- Canadian Charter of Rights and Freedoms
- Constitution of Canada
- Cannabis Control Act, 2017
- Smoke-Free Ontario Act, 2017

**9:15a.m. Staff-Student Safety: Understanding the Occupational Health and Safety Act - PART I**  
**Mandy Wojcik**, In-House Legal Counsel, ETFO  
**Anna V. Karimian**, Borden Ladner Gervais LLP

- Overview of school board OHSA obligations
- What does a risk assessment under OHSA involve?
- Who “needs to know” about risks of violence from students?
- The role of the Joint Health and Safety Committee
- Balancing obligations to employees under the OHSA with the duty to accommodate students with disability related needs
- What training and assistance are boards obliged to provide?
- Addressing workplace harassment

Endorsed By:



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**10:15 a.m. Wellness Break**

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**10:30 a.m. Staff-Student Safety: Understanding the Occupational Health and Safety Act - PART II  
– FOCUS on COVID-19 Challenges**

**Dr. Sharon Pyke**, Superintendent of Education,  
Student Well Being, Greater Essex County District School Board  
**Mandy Wojcik**, In-House Legal Counsel, ETFO  
**Anna V. Karimian**, Borden Ladner Gervais LLP

**11:30 a.m. Labour Law and Human Rights Updates: Including Understanding and Managing  
Off-Duty Conduct and Staff Discipline**

**Grace Vaccarelli**, Human Rights Lawyer and Investigator  
**Patricia D’Heureux**, Cavalluzzo LLP

- Overview of the law on accommodation of employees
- Overview of the latest HR cases
- Update on grievance arbitration decisions
- Staff misconduct - What are a school board’s obligations when there are misconduct allegations?
- Understanding the discipline process and determining appropriate discipline
- Legal issues involving off-duty conduct

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**12:30 a.m. Lunch Break**

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**1:15 p.m. Workplace Investigations and Handling Human Rights Complaints**

**Ozlem Yucel**, Turnpenney Milne LLP  
**Sari Taha**, Superintendent of Human Resources, Halton District School Board

This session will focus on managing workplace investigations and handling human rights complaints.

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**2:30 p.m. Wellness Break**

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**2:45 p.m. Risk Management in the Era of Social Media**

**Marnie Baizley**, Employment, Labour & Contracts Lawyer/Workplace Investigator,  
AWI-CH, SpringLaw

- Overview of employee privacy rights and workplace privacy law
- Freedom of expression and the Charter
- Use of workplace technology and data governance
- Discipline for social media misconduct
- Social media content ownership
- Post-employment social media conduct
- Role of policies to mitigate risk

**3:30 p.m. Program Concludes**

Endorsed By:

