



*Time's up! Get up
to speed on sexual
harassment basics!*



Understanding Workplace Sexual Harassment Law in the #MeToo Era

with David Whitten

Thursday, May 10, 2018

Live webinar with chat

*includes 30 day replay**

9:00 am – 10:30 am (Pacific)

10:00 am – 11:30 am (Mountain)

11:00 am – 12:30 pm (Central)

12:00 pm – 1:30 pm (Eastern)

1:00 pm – 2:30 pm (Atlantic)

*This program features real-time audio of the presenter with synchronized presentation slides, and a chat feature that allows for live Q & A. SK attendees please verify whether you align with Central (MB) or Mountain (AB) time based on season and location.

WHO SHOULD ATTEND

This program offers an excellent opportunity for employment lawyers, corporate counsel, in-house counsel and general practitioners to keep up-to-date on developments in workplace sexual harassment law.

ABOUT THE PROGRAM

The recent wave of high profile sexual harassment allegations has suddenly and dramatically intensified the discourse over sexual harassment in the workplace. No industry has been left untouched - actors, producers, journalists, politicians, entrepreneurs, and executives have seen their behaviour take centre stage in the press and on social media. While the societal impact of these highly public cases is still playing out, one lesson is clear: sexual harassment in the workplace can have serious reputational and legal ramifications for accused individuals and companies. Lawyers counseling clients on workplace behaviour must therefore have a solid knowledge of the law relating to sexual harassment, and also an awareness of cultural shifts taking place in the workplace. Now more than ever, employers and boards of directors must clearly understand what is and is not appropriate for the workplace, and take proactive measures to prevent sexual harassment, and to respond appropriately to allegations when they occur. Whether you are advising employers or employees, serving on a board of directors, or reviewing your own firm's policies, this 90 minute webinar will provide practical information in response to common workplace sexual harassment questions. Don't get left behind - have your questions answered live!

SCHEDULE (Eastern)

12:00 pm - 1:30 pm

Welcome and Introduction

Legal protections against sexual harassment

The definition of "sexual harassment" in the workplace

Examples of sexual harassment

The difference between sexual harassment and consensual conduct

What employers can and should do to prevent sexual harassment

Role and responsibilities of boards of directors in responding to sexual harassment allegations

Appropriate 'in the moment' and triage responses to allegations

Zero tolerance approach

Responsibilities of employees

Developing areas

Program Wrap-up and Evaluation

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MEET YOUR PRESENTER



David Whitten is a partner with Whitten & Lublin, a Toronto-based employment and labour law firm. For private and public sector employers, he provides counsel on a broad range of issues, including workplace safety and insurance, employment standards, human rights, hiring, terminations, involuntary and voluntary buyouts, and common law obligations in Canada. David also advises employees, with a specialty in issues specific to the C-Suite. He has appeared before all levels of court in Ontario and a range of tribunals, including the Ontario Labour Relations Board, the Ontario Human Rights Tribunal, and the Workplace Safety and Insurance Board and its Appeals Tribunal. In 2013, Lexpert named David as a litigator to watch in its US Guide to Leading Cross-border Lawyers. In 2015 and 2016, Lexpert named him a repeatedly recommended leading practitioner. David's expertise and straight talk are widely recognized in media circles. His viewpoint has been sought by the *Toronto Star*, the *Globe and Mail*, and the *National Post*, and he has commented on employment issues in interviews with *CBC Radio*, *CBC News*, *Metro Morning*, and *News Talk 1010*. He is also frequently asked to speak on employment issues by The Human Resources Professional Association, The Canadian Payroll Association and the Certified General Accountants Association of Canada. He is co-author of the "HR Manager's Guide to Independent Contractors in the Workplace," published by Carswell. David has a BA from the University of Toronto, and an LLB from The University of Windsor.



ON: This program is eligible for up to 1.5 Substantive hours.

SK, BC, NB: This program has been approved for 1.5 CPD hours.

Lawyers in other mandatory CPD jurisdictions may count their attendance towards their CPD requirement/plan.

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✓ Yes, I want to attend **Understanding Sexual Harassment Law in the #MeToo Era** **Thursday, May 10, 2018 • Live webinar (slides and audio) with chat and 30 day replay***

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* Materials will be distributed electronically in advance. Live webinars feature real-time audio of the presenter with synchronized presentation slides, and a chat feature that allows for live questions and verbal responses by the presenter. The recording of the webinar is available for 30 days.

REGISTRATION FEE (with ON HST*):

On or before April 13, 2018: \$135.00 + \$17.55 (13%) HST* = \$152.55 - Save \$25.00!

After April 13, 2018: \$160.00 + \$20.80 (13%) HST* = \$180.80

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