



*Stop mistakes
before they
happen!*



Workplace Investigation Pitfalls & How to Avoid Them

with Jackie Laviolette

Thursday, October 10, 2024

Live webinar with chat

*includes 60 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)

1:30 pm – 3:00 pm (Newfoundland)

**This program features real-time audio and video 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 will be of interest to employment and labour law lawyers, corporate counsel, and workplace investigators looking to refine their skills.

ABOUT THE PROGRAM

Done well, workplace investigations can be an organization's most effective risk mitigation tool. But mishandled, workplace investigations can leave companies and their investigators on precariously thin ice. From substantive problems like investigator bias to procedural flaws like failing to act quickly, probes intended to provide answers can instead raise more questions, undermine employment relationships, and expose organizations to expensive litigation and public relations disasters. This program with experienced labour and employment law lawyer and workplace investigator Jackie Laviolette goes beyond the “how-to” of workplace investigations to address potentially fatal missteps in the investigation process and how to prevent them. Drawing on recent caselaw and with the help of relevant scenarios, Jackie will share examples of common errors that compromise the actual or perceived quality of an investigation, and practical strategies to avoid similar mistakes in investigations you're involved with. By the end of the program, you'll better understand:

- What a fair, defensible investigation looks like
- The negative consequences of sloppy workplace investigations
- Specific pitfalls that put an investigation, or its investigator, at risk

Don't miss this opportunity to learn how to anticipate and avoid the biggest blunders that undermine effective workplace investigations.

SCHEDULE (Eastern)

12:00 pm - 1:30 pm

Welcome and Introduction

Problems in Planning & Preparing for the Investigation

Problems in the Conduct of the Investigation

Problems Relating to Documentation

Program Wrap-up and Evaluation

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PRAISE FOR PAST PROGRAMS

- “Excellent insights with a no-nonsense approach.”
- “Information provided was superb and helped to answer a lot of questions that I have!”
- “Liked getting the slides and sample letters. Always nice to have examples from good lawyers.”
- “Great presenter... covered the material very effectively.”
- “Very useful seminar, good slides, easy to understand.”
- “Very helpful with lots of great tips.”



ON: This program contains 1.0 Substantive hour and 0.5 Professionalism hours.

BC: This program has been approved for 1.5 CPD hours, including 0.5 hours of professional responsibility and ethics, client care and relations, and/or practice management.

SK: This program qualifies for 1.5 CPD hours (0.5 of which qualify as ethics hours) under the Law Society of SK CPD Policy. Lawyers in other mandatory CPD jurisdictions may count their attendance towards their CPD requirement/plan.

Seminar Partners is an Accredited Provider of Professionalism Content by the Law Society of Ontario and a pre-approved CPD Provider of the Law Society of British Columbia.

MEET YOUR PRESENTER



Jackie Laviolette is a Partner with Mathews, Dinsdale & Clark LLP. Jackie has supported provincially and federally regulated employers in both the public and private sectors for over two decades. She has extensive experience with day-to-day matters in the areas of workplace conflict, labour arbitration, collective bargaining, wrongful dismissals, union certifications and policy development. Prior to joining Mathews, Dinsdale & Clark LLP, Jackie acted as in-house counsel for the largest unionized employer in Alberta and appeared as lead counsel before Boards of Arbitration, Labour Boards, human rights tribunals and all levels of Alberta courts. Jackie is frequently retained to conduct independent workplace investigations into allegations of workplace harassment, discrimination, and other employee complaints. She is a frequent speaker at various labour and employment conferences and seminars, Jackie is listed in *Best Lawyers in Canada* for Labour and Employment Law.

✓ Yes, I want to attend Workplace Investigation Pitfalls & How to Avoid Them Thursday, October 10, 2024 • Live webinar with chat and 60 day replay*

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* Materials will be distributed electronically in advance. Live webinars feature real-time audio and video 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 60 days.

REGISTRATION FEE:

- On or before September 20, 2024: \$140.00 + \$18.20 (13%) HST* = \$158.20 - Save \$25.00!
- After September 20, 2024: \$165.00 + \$21.45 (13%) HST* = \$186.45

*With ON HST. Please adjust tax for attendee's province as follows: 5% in AB, BC, MB, NWT, NU, SK, YK. 13% in ON. 15% in NS, NB, PEI & NL.

Register online: <http://seminarpartners.ca/register-for-courses/>

Register by mail, fax or phone: Return this form with payment to Jennifer Snoyer, Finance and Communications Coordinator, Seminar Partners, 2300 Yonge Street, Suite 1600, Toronto, ON M4P 1E4 Tel. 1.866.606.4212 or 647.352.8633 Fax 416.549.1619. Email: jennifer@seminarpartners.ca. Registration fee is refundable less \$50 admin fee if written cancellation received 10 working days before the program. No refunds will be made after the cancellation date. Program content, speakers and location may change without notice. See our website for all policies. In the event of program cancellation, our liability is limited to refund of registration fees. GST/HST #848208492

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