

## Advanced Workplace Investigations Training for Municipalities

Workplace investigations are multi-faceted and complex. Yet, with increasing public scrutiny of harassment and discrimination allegations, it's more important than ever for municipalities to get them right. This advanced investigations course draws on our extensive experience conducting investigations for municipalities across Ontario, and will give you the tools to effectively investigate the most complex, sensitive and challenging workplace issues facing municipal employers today.

### **In this session you will:**

- gain greater understanding of the subtleties and nuances that arise in complex harassment complaints including mobbing/group bullying, gender-based harassment, and systemic discrimination (including race-based discrimination)
- learn important tips for video interviews including how to take statements and assess credibility
- learn about the impact of trauma on complainants and respondents and how apply a trauma-informed approach to investigations
- acquire greater advanced skills in assessing witness credibility to move past “he said, she said” situations

This course will be invaluable for anyone seeking to enhance their workplace investigation skills.

**Date(s):** May 20 & 27, 2021

**Time(s):** 9:00 a.m. – 12:00 noon (each day)

**Who should attend:** HR professionals and anyone who conducts investigations. We recommend that participants have conducted at least 5 investigations and/or have taken a basic workplace investigations training program.

**Fee:** \$695 + HST

To register for this program please complete the registration form on the next page and email it to [bernardicentre@hrlawyers.ca](mailto:bernardicentre@hrlawyers.ca). Space is limited! Please register early.

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**Date:** May 20 & 27, 2021

**Time:** 9:00 a.m. – 12:00 noon (each day)

**Location:** online (Zoom platform)

**Space is limited! Please register early.**

**To Register:**

**Please email your completed form to [bernardicentre@hrlawyers.ca](mailto:bernardicentre@hrlawyers.ca).**

Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Postal Code \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Facsimile (\_\_\_\_) \_\_\_\_\_

Email \_\_\_\_\_

**Fee:** \$695 + HST = \$785.35

**Method of Payment**  Visa  MasterCard  E-Transfer\*

Name of Cardholder \_\_\_\_\_

Card Number | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | \_ | Security Code | \_ | \_ | \_ |

Signature \_\_\_\_\_ Expiry Date | \_ | \_ | / | \_ | \_ |

Billing Address \_\_\_\_\_ City \_\_\_\_\_ Postal Code \_\_\_\_\_

*\*Payment must be received in advance*

\*If paying by e-transfer, please send the e-transfer to [efolk@hrlawyers.ca](mailto:efolk@hrlawyers.ca)

HST # 754305118RT0001

Refund Policy: Refunds will be given for cancellations received in writing 48 hours in advance, subject to a refund levy of \$28.25 (includes HST). No refunds will be given for cancellations received after this date; however, a delegate substitution is welcome at all times. If you register less than 48 hours in advance, your registration is considered final.