

Investigating Workplace Harassment in Policing: A Certificate Program

bernardicentre
Training & Transformation

About the program

Investigating harassment and discrimination in the workplace can be challenging. To do it properly investigators must understand the law, the psychology of harassment, and procedural fairness.


This three-day program is specifically geared to help members of the police service investigate workplace harassment and discrimination complaints. It equips participants with the knowledge and skills to conduct legally sound, trauma-informed investigations.


After completing the program, participants will be better able to:

- understand the law and psychology of harassment and bullying
- conduct a proper investigation using best practices and a trauma-informed lens
- assess credibility, weigh evidence, and make robust and legally defensible findings
- prepare a comprehensive investigation report

We will cover:

- what is and is not harassment, including bullying, workplace mobbing, sexual harassment, racism, and other forms of harassment
- the difference between workplace harassment and misconduct under the Police Services Act
- legal decisions on workplace harassment and discrimination
- how to use a trauma-informed process
- identifying and minimizing unconscious bias
- procedural fairness, rules of evidence and getting beyond “he said/she said”
- interviewing skills and techniques
- assessing credibility and reliability
- how to apply the applicable standard of proof
- how to prepare a legally sound report

 April 30 – May 2, 2024

 9:00 a.m. – 4:00 p.m.
(each day)

 GTA (in person)

 2,925 + HST



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Registration Form

Please complete the form below and email it to The Bernardi Centre at bernardicentre@hrlawyers.ca

Name	_____
Title	_____
Organization	_____
Address	_____
City	_____
Postal Code	_____
Telephone (____)	_____
Facsimile (____)	_____
Email	_____

Fee: \$2,925 + HST per person. A 20% discount will be applied if 2 or more people register from the same service.

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 msaravo@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 but a delegate substitution is welcome at all times. If you register less than 48 hours in advance, your registration is considered final.