TORONTO LAWYERS ASSOCIATION

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This program contains 1 hr and 40 minutes of (Equality & Inclusion) Professionalism Content

Effective Management of Sexual Harassment Complaints

Tuesday, November 6, 2018
5:15 – 7:00 p.m. (Registration at 5:00 p.m.)
TLA Lawyers Lounge, 2nd Floor, 361 University Avenue Court House

With recent world events, a public spotlight has been shone on the issue of sexual harassment. As a result, there have been an increasing number of allegations of sexual harassment in workplaces across all sectors. As if this were not stressful enough for the parties involved, these sensitive issues now often play out amidst the intense scrutiny of the media and the general public alike. In the wake of a number of high profile cases, it has become apparent that sexual harassment complaints need to be dealt with swiftly and effectively.

This panel session will provide an interactive discussion amongst lawyers, who represent both employers and employees, on the following topics:

- When is the duty to act triggered in respect of a complaint of sexual harassment?
- What critical steps need to be taken when a complaint is received?
- What practical steps can be taken to balance the interests of the workplace parties involved in a complaint?
- In what forum(s) can workplace sexual harassment complaints be made or litigation initiated?
- What liability may flow if a complaint is substantiated, or if a complaint is mishandled?
- What can and should be communicated to the public regarding complaints of sexual harassment?

Speakers: **Mark Fletcher**, Grosman Gale Fletcher Hopkins LLP
Ellen Low, Ellen Low Employment Law
John O'Reilly, recently of Loblaw Companies Limited

Moderator: **Shana French**, Sherrard Kuzz LLP

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