How well do you understand the complex world of human rights?

Failure to comply with human rights laws can be very costly for organizations, in money, time and potential reputational damage. Human rights issues continue to be front page news – from the continued impact of the #MeToo Movement and the rise in workplace harassment investigations, to the ongoing inquiries involving alleged discrimination in local school boards – examples are everywhere.

This comprehensive program – now in its seventh successful year – has been designed to give you the knowledge and skills to competently and confidently handle human rights issues.

Register today at: osgoodepd.ca/humanrights
New approaches to equality, diversity and inclusion ensure that human rights issues will continue to impact governments, public institutions and the private sector.

Are you prepared?

Found in every province and territory as well as federally, human rights legislation touches every individual and organization. Whether you’re dealing with human rights issues in the workplace, the classroom or other settings, you need to understand how to interpret and correctly apply the appropriate regulatory framework to protect your organization, your employees and yourself.

This unique in-depth program is designed specifically for lawyers, human rights and human resources professionals.

Our highly distinguished faculty of practicing lawyers and academics with years of experience in this field will equip you with the knowledge and practical skills you need to competently and confidently handle day-to-day challenges, as well as more complex human rights issues.

In-class lectures will be supplemented by simulations, case studies and hands-on workshops providing a practical, skills-focused learning experience.

“...

What a phenomenal program! Each day has led us into a much richer understanding of such important issues and ideas.”

Laura Mae Lindo
former Director, Diversity and Equity Office, Wilfrid Laurier University
In this practical, hands-on certificate program, you can build upon your knowledge of:

- The concepts of discrimination and harassment
- The duty to accommodate in relation to gender, disability, religion/creed, family status and other human rights grounds
- Resolving conflicts involving competing rights
- The interplay between human rights legislation and other related legislative regimes
- The review and implementation of institutional human rights policy
- Strategic decision-making to resolve complaints through informal or formal processes
- The role of human rights agencies (Commissions, Tribunals, Advocacy Centres) and the Courts
- Advocacy before human rights or other tribunals
- Identifying and resolving ethical issues and issues of fairness in human rights matters
- Dealing with the aftermath of a human rights complaint
Taught by a highly distinguished faculty of leading Human Rights experts

Program Director

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Osgoode Hall Law School,
York University

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Sanson Law Office Professional Corporation
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Ursel Phillips Fellows Hopkinson LLP

This program exceeded my expectations, which were high to begin with. The speakers were very engaging and informative.

Susan A. Richer, Richer & Richer, Ottawa
DAY 1
May 25, 2020
9:00 a.m. – 4:30 p.m.
Human Rights: Theory and Practice

• Theories of rights – the Hohfeldian analytical system
• The Canadian Human Rights system – history and current practices
  - domestic provincial human rights law and policy
  - the Federal level, including the Bill of Rights, Canadian Human Rights Act and the Employment Equity Act
  - the Constitution: Canadian Charter of Rights and Freedoms
• The human rights interplay with the Charter [ss.15, 7, 2(b)], the influence of international human rights standards
• The bigger picture
  - the evolution of the concepts of equality and discrimination
  - universality of human rights principles/cultural relativism (within a Canadian context)
  - cultural change and organizational change
• The enforcement of human rights laws in Canada
  - the spectrum of human rights systems in Canada
  - roles of those with rights, duties and responsibilities under human rights law

Lunchtime Keynote: “The Impact of Climate Change on Human Rights”
Sarah Mason-Case, Scholar, Pierre Elliott Trudeau Foundation, Fulbright Visiting Researcher, Harvard University

DAY 2
May 26, 2020
9:00 a.m. – 4:30 p.m.
Duty to Accommodate/Dealing with Competing Rights

• The duty to accommodate: theory and practice
  - recognizing the need to accommodate
  - procedural and substantive accommodation
  - information-gathering and assessing needs
  - making informed decisions
  - implementing the decision
  - the importance of record-keeping
  - the limits of accommodation: undue hardship and the key factors to consider
• Intersectionality: addressing multiple grounds in human rights claims
• Competing rights and (argued) hierarchies of rights
  - identifying competing rights
  - tips and tools for dealing with competing rights and resolving conflict
• Proving discrimination
• Guidance for developing and implementing model human rights policies in your organization

Small-group exercise: the duty to accommodate in relation to disability, creed and family status

DAY 3
May 27, 2020
9:00 a.m. – 4:30 p.m.
Evidence in Human Rights Matters/Simulation Exercise

This practical, interactive session will use the Kahneman “thinking fast and thinking slow” analysis to show how “embedded self-delusions” that impact decision-making can be overcome.

• Questioning assumptions in human rights matters
  - what mental processes shape our judgement about evidence in human rights fact situations?
• When assessing evidence, how do intuition and emotion combine with deliberative thought?
In the afternoon, the focus shifts to the remedial powers of human rights tribunals. In addition to discussing the more traditional remedies of damages and/or reinstatement (for example, in a case of discrimination in the workplace), faculty will also explore what systemic remedies are available in such cases.

- Debriefing the simulation
- Writing a report in contemplation of a review – tips and tools
- Interplay between human rights legislation and other legislative provisions
  - employment standards
  - disability accessibility legislation
  - labour laws
- The remedial powers of human rights tribunals
- Systemic remedies: current examples of innovative solutions being crafted by human rights tribunals
- Damages
- Overcoming the practical challenges to enforcing human rights settlements

Faculty

Colleen Bauman, Goldblatt Partners LLP
Ena Chadha, Conflict Resolution, Mediation & Human Rights
Peter Engelmann, Goldblatt Partners LLP
Neil Guthrie, Director of Professional Development, Research & Knowledge Management, Aird & Berlis LLP
Sharmaine Hall, Executive Director, Human Rights Legal Support Centre
Jayashree (Jay) Sengupta, Human Rights Commissioner, Peel District School Board
Njeri Damali Sojourner-Campbell, Hicks Morley Hamilton Stewart Storie LLP

Day 4

May 28, 2020
9:00 a.m. – 4:30 p.m.
Evidence in Human Rights Matters (continued)/Remedies

Day 4 commences with a follow up and debrief of the Day 3 simulation exercise. This session focuses on exploring the experiences gleaned from the simulation exercise to better understand the concepts of systemic racism and sexism in the workplace. The learning outcomes will also be connected to the applicable case law.
Registration Details

Fee per Delegate
$2,995 plus HST
Newly licensed (2017 – 2020): $1,497.50 plus HST
Fees include attendance, program materials, lunch and break refreshments. Group discounts are available. Visit www.osgoodepd.ca/group-discounts for details. Please inquire about financial assistance.

Program Changes
We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University’s and Osgoode Hall Law School’s liability is limited to reimbursement of paid fees.

Cancellations and Substitutions
Substitution of registrants is permitted at any time. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 21 days prior to the program date. If a cancellation request is made with less than 21 days notice, a $150 administration fee will apply. No other refund is available.

For further program-related information, please contact:
David Thomas, Program Lawyer at 416.270.7316 or email dthomas@osgoode.yorku.ca

Certificate of Program Completion
In order to successfully complete the program and obtain an Osgoode Certificate in Human Rights Theory and Practice, participants must attend all program modules and satisfactorily pass an on-line multiple-choice exam.

4 Convenient Ways to Register

Register today at:

Mail  |  Online  |  Fax  |  Call

osgoodepd.ca/humanrights

The Canadian Society of Professionals in Disability Management recognizes that the Osgoode Certificate in Human Rights Theory and Practice will provide an opportunity for CDMP and CRTWC professionals to receive Continuing Education Credit hours. It is expected that professionals who attend the full program and optimize all learning activities will be credited with 30 CEC hours.

The five days of intensive sessions were most rewarding. As a human rights practitioner, I got the opportunity to deepen my theoretical understanding of human rights law in Canada. Simultaneously, I gathered new skills in promoting the prevention of human rights violations at the post-secondary level.... Thanks to Pat Case for his vision and having the courage to step into the ‘gap’.

Nancy Sims
Director, Centre for Human Rights, Equity & Diversity, Humber College

I leave this program impressed, motivated and so much more knowledgeable on human rights issues. I will be recommending it to my colleagues unequivocally.

Laura Colella
Lawyer, Arbitrator, Mediator, Facilitator

Excellent curriculum [provides] a better understanding of processes, rights, laws legislation and how they may impact the roles and responsibilities of each person.... One of the best certificate courses ever!

Curt Woytiuk
Saskatchewan Government and General Employees’ Union (SGEU)

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