

Annual Update on Human Rights

Administrative Law
Constitutional, Civil Liberties and Human Rights Law
Labour and Employment Law



Live In person



Live Online



This program contains:
6h 30m of Substantive content*
 *CPD hours to be confirmed

The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.

Date: Tuesday, May 26, 2026 | 9:00 am to 4:30 pm
Location: OBA Conference Centre 20 Toronto Street, 2nd Floor, Toronto
Agenda: 8:30 am Registration
 9:00 am Program Commences
 4:30 pm Program Concludes
 4:30 pm Networking Reception

The Annual Update on Human Rights returns this year to get you up to speed on the latest substantive and procedural developments in human rights law. Regardless of your client base, if your practice touches on human rights, this program is a must attend event. Our exceptional faculty, including experts in administrative law, labour and employment, and human rights, will share valuable insights and practical strategies for you to take away and implement in your practice.

Program Chair: Mana Khami, Borden Ladner Gervais LLP

<p>9:00 am Welcome and Opening Remarks</p> <p>9:05 am What’s New at the Human Rights Tribunal of Ontario? Get up-to-date on recent practical and substantive developments at the HRTO.</p> <p>9:40 am Recent Notable Human Rights Cases and Developments You Need to Know Our expert panel will get you up to speed on the latest in the practice of human rights law and the key cases you need to know from the last year.</p> <p>10:25 am Rights Recognition Legislation and Justiciability of Collective Rights Claims Karine Bédard, Sotos LLP Adam Wheeler, Fogler, Rubinoff LLP</p> <ul style="list-style-type: none"> • Is a right that has been “recognized” by the legislature enforceable? • How do you bring such rights to court and what remedies are available? • What remedies are available for breaches of collective rights? <p>11:10 am Networking Break</p> <p>11:25 am Accommodating Neurodiversity in the Workplace Andrea J. Sanche, Ricketts Harris LLP Harleen Pentlia, Ricketts Harris LLP</p> <ul style="list-style-type: none"> • How does Ontario human rights law protect neurodiverse employees? • What are the accommodation obligations and compliance strategies employers need to know? • What kinds of challenges are neurodiverse applicants experiencing in having their concerns or claims heard? <p>12:10 pm Family Status: Key Issues, Trends and Practical Guidance Courtney Laidlaw, Durham District School Board (moderator) Emma Lodge, Nelligan O’Brien Payne LLP Asha Rampersad, Turnpenney Milne LLP</p> <ul style="list-style-type: none"> • Family status protection after <i>B. v. Ontario (Human Rights Commission)</i> • Recent provincial and federal jurisprudence developments 	<p>12:50 pm Inter-Sections Networking Lunch</p> <p>1:50 pm Gender Identity and Gender Expression Grounds Mic Liu, Drake Law</p> <ul style="list-style-type: none"> • Misgendering, deadnaming, and workplace harassment • Services, facilities and reprisal: lessons from <i>A.B. v. Mad Wax Windsor Inc.</i> • Trauma-informed and culturally safe mediation practices for trans and gender-diverse parties <p>2:55 pm Balancing Freedom of Expression and Human Rights Code Obligations Priya Sarin, Sherrard Kuzz LLP Jemma Lewis, Sherrard Kuzz LLP</p> <p>Join us to unpack what happens when an employee’s off duty political expression impacts an employer’s business or results in complaints of <i>Code</i>-based harassment or discrimination.</p> <p>3:05 pm Networking Break</p> <p>3:20 pm Domestic Use of International Rights and Norms Explore the impacts of and how you can effectively utilize international law and conventions in your human rights law practice, including:</p> <ul style="list-style-type: none"> • <i>United Nations Declaration on the Rights of Indigenous People</i> • <i>United Nations Convention on the Rights of Persons with Disabilities</i> • <i>United Nations Convention on the Rights of the Child</i> <p>3:50 pm Your Essential Damages Update Melissa Mark, Human Rights Legal Support Centre</p> <p>Get up to speed on the latest trends and development in damages for human rights claims. BONUS: Your materials will include the ever-popular Remedies Chart kindly provided by the Human Rights Legal Support Centre.</p> <p>4:25 pm Questions and Concluding Remarks</p> <p>4:30 pm Program Concludes</p>
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 Questions? pd@oba.org