

Critical Issues in Workplace Violence and Harassment: Where We Are a Decade After Bill 132

Labour and Employment Law Section



Date: Tuesday, September 29, 2026 | 9:00 am to 12:00 pm

Location: OBA Conference Centre 20 Toronto Street, 2nd Floor, Toronto & Live Online

Agenda: 9:00 am Program Commences
12:00 pm Program Concludes



This program contains:
0h 30m of Professionalism content
2h 30m of Substantive content
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In September 2016, Bill 132 introduced significant amendments to several statutes, including the *Occupational Health and Safety Act* (OHSA), transforming how organizations address sexual violence and harassment in Ontario.

Ten years later, join our experienced faculty as we unpack current key issues and best practices in navigating workplace violence and harassment issues. Gather the risk management tools you need for managing these sensitive matters. Plus, walk away with effective strategies for advising your clients on conducting a proper investigation, hiring an external investigator, and drafting a compliant workplace harassment policy and program.

Program Chair: **Alycia Riley**, Gowling WLG (Canada) LLP

9:00 am	Welcome and Opening Remarks	10:30 am	Developments and Ongoing Challenges Under the Current Regime Khiam Nong , Turnpenney Milne LLP Chantel Levy , Rubin & Co. LLP Derek Klatt , Klatt Investigations - Significant case law developments - Practical implications of the duty to investigate - Risk management strategies for investigators - Impacts of a subsequent legal proceeding
9:05 am	How Bill 132 Changed Workplace Harassment Law in Ontario Meredith Wilson-Smith , National Litigation Sector, Department of Justice Ontario’s workplace harassment laws before Bill 132 and the significant changes it introduced to the legislative landscape.	11:20 am	Drafting and Implementing an Effective Workplace Harassment Policy & Program Melanie D. McNaught , Filion Wakely Thorup Angeletti LLP Laura Spaner , Marshall Workplace Law - Critical compliance requirements - Drafting best practices - Essential confidentiality provisions - Internal reporting mechanisms - Implementing the investigation process
9:30 am	Advising Clients on Workplace Investigations Sean M. Reginio , Hicks Morley Hamilton Stewart Storie LLP Rachel Turnpenney , Turnpenney Milne LLP - Explaining the scope of the investigation and the investigator’s role - Providing clients with guidance on evidence preservation, witness communication and documentation - Setting expectations for timelines, confidentiality, and privilege - When should you recommend the client hire an external investigator?	11:55 am	Closing Remarks
10:15 am	Networking Break	12:00 pm	Program Concludes