



Ontario Legal Conference: Labour & Employment, Human Rights and Workers Compensation

Tuesday, February 3, 2026 | 1:30-5:00pm

Issues in the workplace may engage labour, employment, human rights, and workers’ compensation law, and be dealt with in a variety of different forums. Navigating the specific rules and procedures of these forums, and the intersecting issues, can be complex. Learn from highly experienced counsel on the most pressing issues for your practice, including determining where to raise human rights allegations, procedural challenges each forum may present, enforcement of settlement agreements, and duties related to workplace investigations.

Your registration includes access to the following complimentary events:

- Inter-sections networking lunch: Tuesday, February 3 at 12:30 pm
- Inter-sections networking reception: Tuesday, February 3 at 5:00 pm
- Navigating the Transition from Student to Lawyer: Tuesday, February 3 at 8:00 am
- Navigating the Transition to Parenthood: Tuesday, February 3 at 6:00 pm
- Tales from the Courtroom: Mentorship Through Storytelling: Wednesday, February 4 at 6:00 pm
- Inclusive Leader Series Session: Thursday, February 5 at 11:30 am

Program Chairs:
Hilary Cook, Hilary Cook Dispute Resolution
Wade Poziomka, Ross & McBride LLP

12:30pm	Inter-Sections Networking Lunch
1:30pm	Welcome and Opening Remarks
1:35 pm	Human Rights Claims: Strategic Forum Selection Considerations <ul style="list-style-type: none">• When should you use the HRTO or the Courts for a human rights claim?• In unionized workplaces, when should you pursue a grievance or file a complaint with the HRTO? How could this decision impact subsequent negotiations?• How does the shared authority of the WSIB and the WSIAT to address human rights issues impact a proceeding at the HRTO?
2:20pm	Human Rights Damages and Remedies <ul style="list-style-type: none">• Noteworthy decisions on human rights damages in civil proceedings• Labour arbitration awards for human rights remedies post <i>Horrocks</i>• How does the receipt of WSIB benefits impact Human Rights Code remedies?• Best practices for pleading human rights damages in the context of other concurrent causes of action
3:00pm	Inter-Sections Networking Break
3:20pm	Enforcing Settlement Agreements <ul style="list-style-type: none">• Procedural differences for settlement enforcement at the HRTO, OLRB and WSIB• Contravention of settlement applications at the HRTO• Key principles for WSIB approval of a Section 63 agreement

4:00pm	Update on Workplace Violence and Harassment Law <ul style="list-style-type: none">Recent legislative updates, including Bill 77Critical compliance requirements under the <i>Occupational Health and Safety Act (OHSA)</i>Employers’ duty to investigate under the <i>OHSA</i> and the <i>Human Rights Code</i>When can you file a WSIB claim for workplace harassment?
4:25 pm	Workplace Investigations <ul style="list-style-type: none">Privilege and confidentiality considerationsNext steps after uncovering conduct that may constitute a criminal offenceInvestigations that overlap with a claim for chronic mental stress or traumatic mental stress under the <i>Workplace Safety and Insurance Act, 1997</i>
5:00pm	Inter-Sections Networking Reception

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