

Vancouver Legal Symposium

CPHR
British Columbia
& Yukon

Thursday, February 3, 2022 | Terminal City Club, Vancouver | 5.50 CPD Hours

8:30 – 9:00 am	Registration & Networking
9:00 – 9:15 am	Welcome & Opening Remarks
9:15 – 10:45am	KEYNOTE SESSION The Latest and Greatest: Key Decisions and Must-Knows in Employment, Labour and Workplace Human Rights Law James Kondopulos, CPHR - Roper Greyell LLP
10:45 – 11:00am	Networking & Health Break
11:00 am - 12:30 pm	KEYNOTE SESSION Best Practices for Workplace Investigations Anita Atwal - Anita Atwal Law
12:30 - 12:45 pm	Sponsor Presentation: Keeping a Focus on Mental Health in Disability Management Dr. Sundeep Thinda
12:45 – 1:45 pm	Networking & Lunch Break
1:45 - 3:15 pm	KEYNOTE SESSION Workplace Sexual Harassment: All You Need to Know Catalina Rodriguez, CPHR – Forte Law
3:15 - 3:30 pm	Networking & Health Break
3:30 - 4:15 pm	INTERACTIVE COVID-19 CASE STUDIES Each keynote speaker will rotate and facilitate this session at the attendee tables. (Participants are to follow the same health & safety protocols mentioned below during this activity.)
4:15 – 4:30 pm	Thank you and Closing Remarks

Important Message from CPHR BC & Yukon's Professional Development Team:

While we navigate the continuum of this pandemic, your safety is our top priority.

Please note a few **mandatory safety protocols** we'll have in place, as we safely welcome you back in person:

- If you do not feel well or have any symptoms prior to the event, for the safety of yourself and others, we ask that you do not come in. This also includes if you are required to self isolate during that time. CPHR BC & Yukon will honour a full refund to those pre-registered and affected by COVID.
- **Proof of Double Vaccinations & ID** will be required for entry of venue and this event.
- **Mask will be required** for entry of venue and this event. If comfortable, you may take your mask off when seated in the meeting room for this event. We ask that you please put your mask on anytime you leave your seat:
 - Leaving, entering the boardroom (washroom breaks or other)
 - Networking within the meeting room and in the venue
 - When getting food or beverage
- Throughout the event, please be mindful and maintain social distancing.
- Break time refreshments and lunch will be provided throughout the event. We will be assigning staggered or rotating shift for tables to enjoying the buffet.

HR Professional Development

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9:00 – 9:15 am
WELCOME & OPENING REMARKS

9:15 - 10:45 am
KEYNOTE SESSION

The Latest and Greatest: Key Decisions and Must-Knows in Employment, Labour and Workplace Human Rights Law

The world of employment, labour and workplace human rights law is constantly evolving.

Join James D. Kondopulos of the employment and labour law boutique of Roper Greyell LLP – Employment and Labour Lawyers as he reviews the latest key decisions and must-knows for HR professionals.

Known for his engaging and straightforward presentation style, James will deliver interesting, practical content that is highly recommended for anyone who wishes to have an update on the most significant developments in workplace law over the last 12 to 18 months or so.

Learning Objectives:

- Update on the most significant developments in employment, labour and workplace human rights law over the last 12 to 18 months or so.



About the presenter:



James D. Kondopulos is a founding member and partner* at the employment and labour law boutique of Roper Greyell LLP, a firm with approximately 50 lawyers who practise exclusively in the area of workplace law.

James has represented employers and senior employees before all levels of court and a wide range of workplace-related administrative tribunals in British Columbia. He is frequently recommended as a strong advocate who provides capable representation and pragmatic advice.

In 2013, James was named one of Canada's leading lawyers under 40 when he received Lexpert's Rising Stars: Leading Lawyers Under 40 award. He was also recognized by Lexpert as a "Litigation Lawyer to

Watch" in its Guide to the Leading US/Canada Cross-Border Litigation Lawyers in Canada (US Guide - Litigation).

For a number of years, James has been recognized by his peers as a leading lawyer in employment and labour law and listed in Best Lawyers International, Canada. He has also been repeatedly recognized by the Canadian Legal Lexpert Directory, Chambers Canada and Who's Who Legal, Labour, Employment and Benefits.

James spends most of his time outside work with his wife and their three children. He is a past director and vice-chair of the children's charity, Make-A-Wish BC & Yukon.

*Practising through a law corporation

10:45 – 11:00 am
HEALTH & NETWORKING BREAK

11:00 AM - 12:30 pm
KEYNOTE SESSION

Best Practices for Workplace Investigations

Workplace investigations are on the rise. They are an essential tool in ensuring a respectful workplace. However, if done incorrectly or unfairly, a workplace investigation can have significant consequences, including increasing an organization's liability and causing harm to the very employees the organization is obligated to protect. In this session, you will learn about the elements of a fair investigation, including recent judicial commentary and caselaw related to the same. You will also learn about the important role intercultural competence plays in workplace investigations.

Learning Objectives:

- Learn the factors to consider when deciding who should do the investigation;
- Learn the elements of a fair investigation and practical advice on how to carry out the same;
- Understand what the courts have said is unfair or inappropriate for employers to do in investigations;
- Learn about the types of awards made by the courts in cases involving unfair and/or problematic investigations; and
- Learn about intercultural competence and the role it plays in workplace investigations.



About the presenter:



Anita Atwal Atwal is an experienced labour, employment and human rights lawyer. She advises on an array of workplace issues and has a keen interest in professional discipline and workplace investigations. Anita has acted for unions, employers and employees. She also has significant experience in governance issues. She is a frequent speaker on workplace issues and is known for providing practical advice in a cost-effective and efficient manner. Anita brings a thoughtful and culturally sensitive approach to the practice of law and is a strong believer in empowering individuals and organizations with the tools to make the right decisions.

Anita was called to the bar in 2006. Following her call to the bar she practiced at a large firm in Vancouver where she provided advice to individuals, companies, non-profit organizations, municipal governments and Provincial government organizations. In 2017 she joined a boutique labour, employment and human rights firm where she acted for unions, employees and small companies. In 2022 she took the plunge and opened her own law firm, Anita Atwal Law.

Anita also practices as a mediator and investigator. She is a member of the Associate Civil Roster with Mediate B.C.. She has successfully completed the Harvard Negotiation Institute program on Mediating Disputes. In addition, she has obtained training in workplace investigations from the Centre for Industrial Relations and Human Resources (University of Toronto).

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Anita serves on the Executive of the Canadian Bar Association of BC (CBABC) Workplace Investigations Subsection and is a member of the CBABC Employment Law and Human Rights Subsection.

She currently serves as the Director of British Columbia Infrastructure Benefits (BCIB), a Provincial Crown Corporation responsible for providing qualified skilled trades for the construction of public infrastructure projects such as the Pattullo Bridge Replacement Project and the Broadway Subway Project. BCIB prioritizes the hiring of traditionally unrepresented groups such as First Nations, women and people with disabilities. Anita chairs the HR & Governance Committee of BCIB.

Anita also serves as the President-Elect of the South Asian Bar Association of B.C. and is a frequent contributor to the South Asian Legal Clinics of B.C., a pro-bono program focuses on meeting the legal needs of the South Asian community.

In her spare time, Anita loves to catch a football game with her family and cook.

12:30 – 12:45 pm
SPONSOR PRESENTATION

Keeping a Focus on Mental Health in Disability Management

In this session, Dr. Thinda will discuss a few highlights from research. Thoughts on current psychological treatment in disability management, and on the improvements to return to work and work-related mental health assessments.



About the presenter:



Dr. Sundeep Thinda has worked in various roles as a Registered Psychologist in British Columbia since 2004. The majority of his career has been providing psychological assessment and treatment throughout the Metro Vancouver region, within the specialties of clinical and rehabilitation psychology. He continues providing psychological services for disability management with all of the major disability insurance providers in BC, including ICBC. He is also Board trained in WorkSafeBC assessment and treatment of psychological conditions including permanent functional impairments.

In addition to his psychological work in multidisciplinary rehabilitation teams and return-to-work focused CBT, he currently teaches the mental health classes in the SFU Disability Management Diploma Program (since 2017). He was previously a sessional psychology instructor with Kwantlen

Polytechnic University for over a decade, where he taught the 4th year Rehabilitation Psychology class.

He has presented extensively on topics related to clinical and rehabilitation psychology, including cultural considerations in rehabilitation.

Dr. Thinda is qualified in the Provincial and Supreme Courts of B.C. as an expert in Clinical and Rehabilitation Psychology.

12:45 – 1:45 pm
LUNCH & NETWORKING BREAK

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1:45 – 3:15 pm
KEYNOTE SESSION

Workplace Sexual Harassment: All You Need to Know

Sexual harassment continues to be a live issue for many organizations. How to recognize it, how to address it, what you can do to prevent it, and what the latest guidance is from the relevant case law.

Learning Objectives:

- Identify sexual harassment in the workplace
- Identify the historical context of sexual harassment
- Understand the role of Worksafe B.C., the Human Rights Tribunal and the courts when a claim arises
- Understand the latest guidance from the relevant case law
- Implement strategies to prevent it



About the presenter:



Catalina Rodriguez has been practicing employment and labour law in B.C. since 2006. She has worked in private practice with a large national firm representing companies, and with a small firm representing mostly employees. She was also in-house counsel for employment matters for a large retailer. Prior to joining Forte Law, where she is currently an employment lawyer and workplace investigator, she was head of employee relations for the Canada operations of a global bank. All of these experiences have given Catalina a broad range of perspectives on workplace issues. She also currently facilitates seminars on workplace harassment through StandUp teams. Catalina brings a coaching, trauma informed, and mindful lens to the practice of law. She is a CPHR and a member of the Canadian Hispanic Bar Association and the Surrey Bar Association. Catalina is also a certified organizational coach.

THANK YOU SPONSOR!

