



## HUMAN RIGHTS AND EQUITY SKILLS TRAINING PROGRAMMES

*Any of these sessions may be delivered for organizations or individuals on request at the prices listed below. Prices are based on a maximum of 15 participants. In the future, dates may be set up for general delivery – just get in touch if you are interested. Lunch and learns on these topics may also be arranged for a fee of \$250 based on a one-hour presentation (no attendance limits)*

Duration	Topic	Description	Fee
3h	<b>A Pro-Active Approach to Mental Health in the Workplace</b>	Mental health presents unique challenges for workplace accommodation. This session will be packed with legal background on managing mental health issues and special guest Diane Westcott will discuss programs to pro-actively raise awareness and implement management systems.	<b>\$750</b>
2h	<b>Workplace Restoration</b>	Learn strategies to re-build trust and relationships in the aftermath of workplace complaints and investigations. A focus on helping workplace parties to take ownership in creating a positive work environment.	<b>\$500</b>
2h	<b>“Humour that Hurts” – “Jokes” that Harass</b>	It is still commonplace to coach offensive comments with humour. Learn how to respond to “humour that hurts” through policy and good management practices while promoting healthy humour.	<b>\$500</b>
2h	<b>“Scents”-ability – Odour in the workplace</b>	Sensitivities to perfumes, foods, body and clothing odours, the smell of food has become a mainstream workplace issue in the past 10 years. Get updated on the latest in legal decisions as well as practical approaches to manage these issues.	<b>\$500</b>
3.5h	<b>Best Practices in Workplace Accommodation</b>	Learn law and policy approaches on how to handle accommodation pro-actively to comply with the law and enhance productivity – including the tough cases and when “undue hardship “ is met. Also, how to develop and implement pro-active accommodation policies.	<b>\$800</b>
2h	<b>Bullying and Personal Harassment</b>	The law continues to expand beyond human rights to include workplace bullying and harassment. Learn about recent legal, policy and legislative developments and what your organization should do.	<b>\$500</b>
3h	<b>Diversity Training for Employees</b>	Training that obtains buy in and enthusiasm for diversity while building understanding around the continuing need for equity activities in employment and awareness of unconscious biases.	<b>\$750</b>
3.5h	<b>Diversity Training for Managers</b>	How to conduct Diversity training that fully engages managers and helps them see the benefits of a pro-active diversity program, while becoming aware of their own inherent biases and how these impact on the employees they manage.	<b>\$800</b>
3h	<b>Early Resolution of Workplace Issues</b>	Mediating inter-personal issues is a core management competency. Learn how to build organizational effectiveness in resolving employee differences so that they don’t fester causing stress, or escalate into conflicts and complaints.	<b>\$750</b>
2h	<b>Gender and Sexual Orientation For Our Times</b>	Our assumptions about gender difference and sexual preference are dissolving as we re-define our social conventions. Become updated on the legal issues and learn strategies for helping employees to advance with these societal changes.	<b>\$500</b>
Full day	<b>HARASSMENT INVESTIGATIONS – What You Need to Know</b>	Establishing consistent and credible processes, interviewing techniques, weighing the evidence and drafting a report are all covered in this essential primer for human resource, legal and management personnel who conduct workplace investigations. Includes review of relevant case law and all materials.	<b>\$1,900</b>

<b>Duration</b>	<b>Topic</b>	<b>Description</b>	<b>Fee</b>
2h	<b>Performance Coaching and Human Rights</b>	Effective performance management is a human resources – and line management – priority. But human rights presents some of the most challenging situations to manage. Learn how to address staff who have harassed others as well as how to follow up with staff who file unfounded complaints. Get tips on navigating workplace accommodation issues and keys to conducting respectful performance management.	<b>\$500</b>
2h	<b>Personal Relationships at Work</b>	Discuss standards to ensure that personal relationships – friendships, family ties, affairs – do not undermine the credibility of your organization’s business practices and ethics.	<b>\$500</b>
2h	<b>Sr. and Jr. employees - Navigating the Divide</b>	People are working longer and new employees are entering the workforce. Learn how to promote harmony and balance between employees with different perspectives and expectations.	<b>\$500</b>
2h	<b>Subtle/Systemic Discrimination</b>	Let’s face it – racism, sexism, homophobia still exist in our workplaces, they are just coached more subtly than they used to be. Learn how to identify, address and educate about these issues.	<b>\$500</b>
3h	<b>Violence Free Workplaces – Prevention and Management</b>	Learn state of the art approaches to help prevent and manage workplace violence from a lawyer who developed the process and awareness programs from the ground up for Ontario Power Generation, including alignment with anti-harassment programs.	<b>\$750</b>
3.5h	<b>Workplace Human Rights and Harassment for Managers</b>	An interactive session aimed at helping managers understand and internalize their workplace obligations related to human rights and harassment.	<b>\$800</b>