
Lauren Bernardi, B.A. LL.B.

Called to the Bar in 1992, Lauren Bernardi's practice focuses on issues relating to discrimination, harassment, workplace mental health, equality rights and the development of related employment policies.

This has involved:

- Developing effective policies on harassment, bullying, discrimination, diversity, workplace mental health and the duty to accommodate
- Creating internal complaint resolution processes
- Conducting harassment awareness training sessions
- Training advisors and investigators on how to fulfill their respective roles
- Investigating complaints of harassment and discrimination
- Mediating the resolution of internal complaints
- Providing sensitivity training to respondents (including staff, management and professionals)
- Representing both complainants and respondents in internal complaints and those commenced with the Ontario and Canadian Human Rights Tribunal

EDUCATION

Called to the Ontario Bar	1992
Osgoode Hall Law School	1987–1990
Laurentian University (B.A. Psychology)	1984–1987

EXPERIENCE

Founder of Bernardi Human Resource Law	1995
Human Resource Professionals Association (HRPA) Appeals Committee Member	2011–2012
HR Professional Magazine Editorial Advisory Board Member	2010–2013

WORKPLACE INVESTIGATIONS CERTIFICATE PROGRAMS

Human Resource Professionals Associations and Bernardi Human Resource Law (in partnership)	Ongoing
Human Resources Institute of Alberta	2014

PRESENTATIONS

HRPA Annual Conferences

<i>Should We Say Something? Managing Hidden Disabilities in the Workplace</i>	January 2016
<i>Implementing Psychological Health & Safety: What Does it Really Require?</i>	January 2015
<i>Is There a Better Way? When Investigations Aren't the Answer</i>	January 2015
<i>Prescription Pad Medical Evidence – How Much Evidence are you Entitled to when Accommodating Disabilities?</i>	January 2015
<i>Will You Be My Friend? Managing Social Media in the Workplace</i>	January 2014
<i>Why Can't They Just Do Their Job?</i>	January 2014
<i>Unintentional Racism: Managing a Diverse Workforce</i>	January 2013
<i>Feel the Fear and Do It Anyway</i>	January 2013
<i>Bully or Effective Leader? When Supervisors Go Too Far</i>	February 2012
<i>Suspicious Sick Leaves</i>	February 2011
<i>Terminating for Cause: Yes You Can</i>	February 2011
<i>Workplace Investigations: Do it Right and Avoid Litigation</i>	January 2010
<i>Top 10 Mistakes Employers Make Investigating Harassment Complaints</i>	January 2009
<i>Bill 107: Changes to the Ontario Human Rights Code</i>	January 2008
<i>High Risk Terminations</i>	January 2008
<i>My Boss is a "B": Female Bullying in the Workplace</i>	February 2006
<i>Alternate Heads of Damages</i>	October 2005
<i>Managing the Difficult Employee</i>	February 2005
<i>Recruiting Without Résumés</i>	February 1999

HRPA Workshops

<i>Certificate Program for Managers and Supervisors</i>	February 2015
<i>Paid vs. Unpaid Internships</i>	November 2013
<i>Psychological Health and Safety – Are You Ready?</i>	June 2013
<i>Hiring Process: Managing the Legal Risks – Webinar</i>	April 2013
<i>Hot Issues in Employment Law</i>	June 2011
<i>I Completely Screwed Up, What Do I Need to Pay?</i>	March 2011
<i>Top Ten Mistakes Investigating Harassment Complaints</i>	2010-2013

HRPA – Halton Chapter

<i>Will You Be My Friend? Managing Social Media in the Workplace</i>	September 2014
<i>You Be the Judge: Employment Law Cases Reviewed</i>	January 2013



HRPA – Hamilton Chapter

Risky Business: Navigating High-Risk Terminations and Employee Use of Social Media September 2015

What You Need to Know About Human Rights in the Workplace September 2014

HRPA – Peel Chapter

Focus Group on Employment Law Various

Investigating Harassment Complaints April 2010

Bill 107: Changes to the Ontario Human Rights Code April 2007

Employment Law Update October 2004

Accommodating Family Obligations March 2003

Best Practices in Employment Law October 2002

Ontario Municipal Human Resources Association

Councillors Behaving Badly: What HR Managers Should Do September 2016

Should We Say Something? Managing Hidden Disabilities in the Workplace April 2016

The Per/suit of Happiness: How Courts and Governments are Expanding Employer Responsibilities Beyond Physical Health and Safety September 2015

Annual Conference

Prescription Pad Medical Evidence – How much Evidence are You Entitled to when Accommodating Disabilities September 2013

Preventing and Investigating Harassment and Violence in the Workplace November 2010

Annual Conference April 2010

Meeting the Requirements of Bill 168: Violence and Harassment in the Workplace

HR Practices in a Recession: Exploring the Options September 2009

Best Practices in Employment Law April 2008

The New Working Relationships: Do They Help or Hurt Employers? April 1996

The Law Society of Upper Canada Continuing Legal Education

The Annotated Employment Agreement (Chair) Biannually

The 10th Annual Six Minute Employment Lawyer June 2010

Advising Harassment Complainants of Their Legal Rights

Employment Law for the General Practitioner November 2009

The 8th Annual Six Minute Employment Lawyer June 2008

Top 10 Mistakes Employers Make Investigating Harassment Complaints

The Fourth Annual Six-Minute Employment Lawyer May 2001

Workplace Bullying



Osgoode Hall Law School Continuing Legal Education

Certificate in Labour Law

Conducting Workplace Investigations

Annually

The Duty to Accommodate: Making the Toughest Calls

June 2012

Responding to Harassment and Discrimination Conference

May 2001

*Executing Effective Internal Harassment and Discrimination
Resolution Processes*

Association of Municipal Managers Clerks and Treasurers of Ontario

Human Resource Certificate Program

1997 to 2013

(Four day workshop covering hiring, human rights, discipline and termination presented several times per year.)

Annual Conference

June 2010

Best Practices in HR for Small Municipalities

Annual Conference

June 2005

Bullies at Work: What You Need to Know

Annual Conference

June 2001

Telecommuting: Is It for Your Municipality?

Employment Standards Act, 2000

2001

Annual Conference

June 2000

Work/Life Balance

What's New in Terminations

Annual Conference

June 1997

*Performance Management: Leading Your Employees to
Successful Job Performance*

Annual Conference

June 1997

Recruiting, Interviewing and Hiring to Select Star Performers

The Changing Workscape

Fall 1996

Termination Training

Fall 1996

Association of Daycare Operators of Ontario

Best Practices in Employment Law for Daycares

November 2009

Hiring the Best: Finding and Hiring Top Notch Employees

June 2000

Canadian Society of Association Executives

Will You Be My Friend: Managing Social Media in the Workplace

October 2014

Mental Health Commission of Canada

*Implementing the National Standard: The Legal Case and Perspective
from a Small Canadian Business - Webinar*

January 2015



Ontario Association of Fire Training Officers <i>Respect in the Workplace</i>	October 2011
Ontario Association of Fire Chiefs <i>Workplace Culture: Are Fire Departments That Different?</i>	January 2009
Ontario Bar Association <i>What We Like and Don't Like About Employment Law Mediations</i> <i>Human Rights, Hiring and Law Firms</i>	Fall 2009 Fall 1997
Ontario Ministry of Community and Social Services <i>Second Annual Symposium on Disability and Employment</i> <i>Human Rights Code: What Employers Need to Know</i>	November 2008
WSIB Users Group <i>Domestic Violence Investigations</i>	May 2011
Optimum Talent <i>Accommodating Mental Health in the Workplace</i> <i>Managing Employees in a Cyber World</i> <i>Sticky Terminations</i>	October 2015 November 2012 and March 2013 2006
Hospitality HR Professionals of Niagara <i>Top 10 Mistakes Investigating Harassment Complaints</i>	October 2013
Partners in Prevention Annual Conference <i>Mental Health in the Workplace – How Managers Should Respond</i> <i>Managing Mental Health in the Workplace</i> <i>Top 10 Mistakes Investigating Harassment Complaints</i>	April 2015 October and November 2014 2012 and 2013
Lorman Educational Seminars <i>Employment Law from A - Z</i>	December 2006
Toronto Law Office Managers Association <i>Termination Training</i>	October 2005
Infonex: Duty to Accommodate Conference <i>Top Ten Mistakes Employers Make in the Duty to Accommodate</i> <i>Expanding Issues in Accommodating for Family Obligations</i>	October 2005 October 2003



The Canadian Institute's National Forum on the Duty to Accommodate

Accommodating Employees Who Have Made LTD Claims

April 2005

The Manufacturer's Association

Creating an Online Application Form

February 2005

Lancaster House: Duty to Accommodate Conference

Implementing Accommodation in Areas Other than Disability

February 2004

Job Interviews, Job Applications: Hiring and Promotion

May 2002

The Learning Forum

Managing the Difficult Employee

November 2003

Powerful Human Resources Policies

May 2003

Employment Standards: Policies, Practices & Procedures

June 2001

Corporate Investigation Services

Liar Liar: Getting to the Truth in the Hiring Process

March 2003

Canadian Council of Montessori Administrators

Best Practices in Employment Law

August 2002

Powerful Policies and Procedures

2000

Termination Training

2000

Powerful Policies and Procedures

1996

Permanent Solutions Employer Breakfast Presentations

Workplace Bullying

April 2002

Powerful Employment Policies

October 2000

Best Practices in Employment Law

November 1999

Presidents of Entrepreneurial Organizations

Employment Standard Act, 2000

March 2001

College of Physicians and Surgeons of Ontario, Council Orientation

Harassment in the Workplace: Meeting Your Obligations

February 2001

Strategy Institute

*The Changing Workscape and the Mobile Flexible Workplace:
Legal and Management Issues You Must Plan For*

January 2000

The Canadian Employment Law Super Congress III

Powerful Policies and Procedures

October 2000



Ontario Federation of Independent Schools

Staff Evaluation

November 1999

Life Insurance Institute of Canada

Managing in a Changing Workplace: Helping Employees Manage Stress
IT Resourcing: Finding the Right Fit

June 1999

November 1995

Halton Peel Enterprise Development Centre

Human Resources and the Law

March 1996

PUBLICATIONS

Author: **Powerful Employment Policies** (Canada Law Book, 2000), loose-leaf with updates. Annual

Author: **Recruitment Workbook & Disk** (Butterworths, 1999).

Business Bulletin

Damage Control – The Supreme Court Slows the Trend of Increasing Wrongful Dismissal Awards

July 2008

What to do About Family Day

January 2008

Effective Discipline Ideas

November 1996

Canadian Manager – Legal Watch Columnist

Articles on various legal and human resource topics

1996-2004

Canadian Employment Law Today

Employment Agreements and Employment Standards Act Notice

September 2003

Canadian HR Reporter

A Good Interview Begins Long Before the Interview

December 1996

HR Professional

HR 101: Top 10 Mistakes Investigating Harassment Complaints

June 2012

Unintentional Racism: the Impact of Stereotyping in the Workplace

2012

HRPA Daily

Constructive Dismissal – dead or alive?

2013

Damage Control: When Firing the Bully Isn't Enough

2013

Accommodating Family Status

2013

Mental Health Issues Affect Your Bottom Line!

2013



Expanding the Use of Last Chance Agreements	2013
Effective Employee Discipline	2013
Misconceptions about the Duty of Mitigate	2013
Does Social Media Render Non-Solicitation Clauses Obsolete?	2013
When Should You Expand a Workplace Investigation?	2013
When Changes to the Employment Relationship Can void a Termination Clause	2012
Put it in Writing or No Duty to Mitigate for Terminated Employees	2012
Differing Standards for Establishing Cause for Termination	2012
Demystifying Vacation Time and Vacation Pay	2012
Unauthorized Overtime? "Show me the money!"	2012
Who Decides what Accommodation is Appropriate?	2012

Municipal Monitor

Bullying in the Workplace	Spring 2008
Managing Problem Employees	October/November 2004
Update on the Employment Standards Act	January/February 2004
Managing Employees during Restructuring	October/November 1998
The New Working Relationships	September 1996

Mississauga Board of Trade Magazine

The Law of Terminations: Getting it Right	2007
Class Action against CIBC – A Wake Up Call for Employers	

Ontario Business Report

Application Forms – New Use for an Old System	November 1996
Telecommuting – Boon to Business or Legal Trap	October 1996

Ontario Municipal HR Association Newsletter

Constructive Dismissal: Good News for Employers	2012
---	------

MEDIA INTERVIEWS

CBC Radio One

Guest expert on disclosing illnesses at work
Guest expert on sensitivity training
Guest expert on changes to the Employment Standards Act

Rogers Talk Local

Sexual Harassment in the Workplace

The Bay Street Bull

When the Bully is a Woman



The Toronto Star

The Poisoned Workplace

The Report on Business

Banker Beats the Bank: Wrongful dismissal award starts a buzz

The Financial Post

Firms Can Be Liable for Sexual Harassment

The Globe & Mail

So tell me, what's your greatest weakness?