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PUBLICATIONS

SPEECHES, LECTURES AND ARTICLES

- 2008** **“How to handle post-dispute workplace tensions”**
The Lawyers Weekly, July 4, 2008
- “How lawyer’s self-regulation promote access to justice”**
Guest Lecturer Windsor Law School Access to Justice Course
March 11, 2008
- 2005** **“Alternative Dispute Resolution”**
The Lawyers Weekly, April 1, 2005
- “Mediator Compelled to Give Evidence”**
The Lawyers Weekly, October 29, 2004
- “The Practitioner - The Case of the Uncomfortable Fact-finding”**
Ontario Bar Association Alternative Dispute Resolution Section,
Vol. 14, No.1
- 2004** **The Basics of Human Rights Law for Mediators**
ADR Institute of Ontario - November 16, 2004
- 2000** **Legal Briefing: The Latest Changes that Affect your Workplace”**
Workplace Diversity – February 28, 2000
- “Human Rights in Individual Employment Relationships”**
Guest Lecturer, Osgoode Hall Law School - March 14, 2000
- 1999** **“Maximizing the Mediation Process –
The Use of Internal Experts in Mediation”**
Canadian Bar Association – Ontario, November 24, 1999
- “Is ADR Compatible with Resolving Discrimination and
Harassment Complaints?”**
Millennium Strategies Inc./ Globe and Mail May 28, 1999
- “Harassment Mediation – Is Mediation Appropriate?
Who’s at the Table?”**
Canadian Bar Association - Ontario January 8, 1999
- 1998** **“And then Don Juan shows up uninvited”**
Globe and Mail, December 21, 1998, page 1
- “How to Handle Allegations of Sexual Harassment/Abuse
to Demonstrate Your Organization’s Commitment**

- to High Moral Ground”**
Insight Toronto, June 10 - 11, 1998
- “Harassment laws looser in U.S. than Canada”**
Globe and Mail, April 3, 1998
- “Human Rights - Vicarious Liability for Racial and Sexual Harassment”**
Insight Toronto, February 12-13, 1998
- 1997 **“Sexual - harassment policies softening”**
Globe and Mail, September 25, 1997
- “Sexual Harassment - Is Zero Tolerance Gone?”**
Guest, Real Life, The Life Channel September 18, 1997
- “How the Law and Accommodating Conflict are Part of a Successful Diversity Program”**
Infonex - Workplace Diversity, June 17, 1997
“Same-sex benefits don’t apply to pension plans, yet”
Law-Call Q&A, The Financial Post, May 22, 1997
- “Advocacy in ADR - There is a Difference”**
Canadian Bar Association - Ontario, April 9, 1997
- 1996 **“Effective Client Representation in an ADR Process”**
Professional Development Program Osgoode Hall Law School of York University, Continuing Legal Education, June, 1996
- “Employment Equity and Equal Opportunity”**
Federated Press, October 9-11, 1996
- “Sexual Harassment –how serious is it?”**
Talk 640 Radio July 10, 1996
- “The Role of an Investigator and Mediator in Harassment Complaints”**
Toronto Employment Equity Practitioners’ Association
March 28, 1996
- “Employment Equity Repeal - Bill 8”**
Canadian Bar Association - Annual Institute, January 27, 1996
- 1995 **“What is expected from parties in ADR?”**
Human Resources Professionals Association of Ontario
November 9, 1995
- “Employment Equity: About turn or onward and upward?”**
Canadian Institute, October 2, 1995
- “Effective Coordinating Committees”**

Canadian Institute, June 6, 1995

“Employment Equity: Working out Legislated Joint Responsibility”
Canadian Institute, April 19 & 20, 1995

“Joint Responsibilities and the Role of the Coordinating Committee”
The Canadian Public Personal Management Association,
March 8, 1995

1994 **“Understanding and Using Employment Equity Data”**
Seminars presented by Lynn Bevan September-November, 1994

"Hot Topics in Human Rights"
Law Society of Upper Canada, September 23, 1994

1993 **"Employment Equity in a Downsizing Economy"**
Canadian Bar Association - Ontario, December 6, 1993

"Employment Equity and Collective Bargaining"
Canadian Institute, November 2 & 3, 1993

"Freedom of Information Implications for Employment Equity”
Management Board Secretariat and Association of Municipal Clerks and
Treasurers of Ontario, October 25, 1993

"Employment Equity & Pay Equity"
Carswell's 6th Annual Payroll Conference, September 23, 1993

"Getting the Inside Track on Bill 79"
Canadian Public Personnel Management Association, July 6, 1993

**"Human Rights in the Workplace - A Practical Guide for
Employers and Unions in Ontario"**
Labour Management Studies Conference, April 2, 1993

"(Sexual) Harassment Complaints and Their Resolution"
Human Resources Professionals Association of Ontario's
Annual Conference February 24, 25 and 26, 1993

"Employment Equity and Affirmative Action"
Canadian Bar Association - Annual Institute, January 28, 1993

**Submissions to the Standing Committee on the Administration of
Justice, Re: Bill 79 - Employment Equity Act, 1993**
for the Ontario Bar Association

1992 **"Collective Bargaining and Employment Equity"**
Panellist: TVOntario's Workweek December 2, 1992

"Pay Equity and Women's Issues"
Panellist: Law, Lawyers and You, Community Cable Television,

November 23, 1992

"Work and Family and Flexible Workplace Practices: An Integral Tool for Employment Equity Compliance"

Canadian Institute, October 27, 1992

"Reading the Riot Act" (Response to Stephen Lewis Report on Racism)

Panellist: TVOntario's Between the Lines, June 25, 1992

"Employment Equity: potential effects on the collective bargaining and consultative processes between management and employees"

Toronto Employment Equity Practitioners' Association

February 11, 1992

1991 **"Proposed Reforms to the Constitution"**

Law Times, October 7 - 13, 1991

"Employment Equity: Objectively Judging Your Job Criteria"

Employers' Human Rights & Equity Report

DeBoo Publications, October, 1991

"A Proactive Approach to Human Rights and Employment Equity"

Employers' Human Rights & Equity Report

DeBoo Publications, June 1991

"The Regulatory Umbrella: An Overview"

Canadian Bar Association - Annual Institute, January, 1991

1990 **"Employment Equity: The Next Step?"**

Business & the Law, October, 1990

"Where is the Pay Equity Commission Going on Maintenance Issues?"

Pay Equity Guide, Pay Trends Inc., April, 1990

"Current Developments in Pay Equity"

Pay Equity Guide, Pay Trends Inc., April, 1990

"Pay Equity Hearings Tribunal Looks at Job Class Definitions"

Pay Equity Guide, Pay Trends Inc., March, 1990

1989 **"The Role of the Media in Reconciling Freedom of Expression and Human Rights"**

Canadian Human Rights Foundation, November, 1989

- "Pay Equity in the Non-Unionized Environment"**
Law Society of Upper Canada, November, 1989
- "Disclosure: Pay Equity Bargaining is Not Collective Bargaining"**
Pay Equity Guide, Pay Trends Inc., September, 1989
- "Who is the Employer?"**
Pay Equity Guide, Pay Trends Inc., July, 1989
- "Iron Fist in a Velvet Glove? Improving Human Relations through Pay Equity in a Non-Unionized Environment (Part II)"**
Business & the Law, July, 1989
- "Iron Fist in a Velvet Glove? Improving Human Relations through Pay Equity in a Non-Unionized Environment (Part I)"**
Business & the Law, June, 1989
- "The Pay Equity Tribunal: Due Process Issues"**
Canadian Bar Association - Annual Institute, March, 1989
- "Implementation Issues under the Pay Equity Act"**
Canadian Institute, February 1989
- 1988 **"Pay Equity in a Non-Unionized Environment"**
Canadian Institute, November 1988
- "Pay Equity in a Unionized Environment"**
Canadian Institute, January, 1988
- 1986 **"Employment and Pay Equity"**
34th Annual Conference Industrial Relations Centre -
McGill University, May 14, 15 and 16, 1986
- "Equity Issues in Collective Bargaining"**
Faculty of Management - McGill University, March 24, 1986
- "Human Rights Issues in Legislation"**
Summer College in Human Rights
Canadian Human Rights Foundation, University of Ottawa 1986
- 1985 National Forum on Youth and the Law
Federal Department of Justice
"Section 15(2): Affirmative Action under the Charter of Rights and Freedoms"
Law Society of Upper Canada, March, 1985
- 1984 **"Affirmative Action and Equal Pay for Work of Equal Value"**
Policy and Program Development Division
Ontario Ministry of Consumer and Social Services, October, 1984

BOOKS AND JOURNALS AUTHORED AND EDITED

The Employment Equity Manual (now part of the Federal Equity Manual)
Carswell, Supplemented editions: 1992, 2001

Pay Equity: An Employer's Guide
Bond Street Review Publishing 1989

The Philanthropist
Canadian Bar Association and Imagine Canada
Editor 1980-1987 Member Editorial Advisory Board 1988 -

The Employers' Human Rights and Equity Report, Toronto
DeBoo Publications, Employment Equity Editor 1991-1992

REPORTS AND JOURNALS

"Employment Equity - Lessons from and for the United States
Canadian Labour Law Journal, Vol. 1, No. 4. Butterworths 1992

"The Arbitral Approach to Search and Surveillance in the Workplace"
Labour Arbitration Yearbook 1992

"Can the Federal Employment Equity Initiatives Be Enforced?"
Emerging Trends in Canadian Industrial Relations 1987 Harish Jain, Editor, pp. 295-328

"Employment Discrimination Laws in the United States: An Overview"
Equality in Employment: A Royal Commission Report, Research Studies
pp. 441-474 (Ottawa) 1985

CONFERENCES

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| 1987 | Chair and Organizer
Employment Equity: The New Reality
Key Note Speaker: The Honourable Benoit Bouchard,
Minister of Employment and Immigration |
| 1986 | Chair and Organizer
The Application of the Charter to Business
Key Note Speaker: The Right Honourable Pierre Elliott Trudeau |