



Integral HR Solutions Inc.

Workplace Investigations — Breakfast Workshop: March 05, 2015

Investigations into allegations of workplace violence, harassment, discrimination and/or employee misconduct must be conducted in a fair and impartial manner. In this changing legal landscape, businesses need to have clear policies to address violence and harassment in the workplace and a mechanism for following through when complaints are filed. Equally important is ensuring that complaints are objectively investigated in a consistent and effective manner. Failure to do so can result in significant legal costs and consequences.

Anthony Folan has conducted numerous workplace investigations for clients throughout North America. Anthony will share his expertise in this hands-on, interactive session. This educational workshop is ideal for General Managers, Front-line Managers, Human Resources Managers, and Business Owners.

Join us at Jack Doyle's Conference Facilities 1249 London Road, Sarnia. Registration fees for the session with breakfast are \$75.00. The Workshop runs from 08:00 am — 10:30 am. Breakfast and Registration commence at 07:30. All attendees will receive a Workplace Violence/Harassment Investigation Template (\$175.00 value).



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Agenda Items Include:

- **Bill 168 Legislative Requirements**
- **Managing the Critical First Steps**
- **Top 5 Investigation Pitfalls**
- **Managing Confidentiality**
- **Proven Steps to Establish whether or Not a Claim has Merit**
- **Introducing the Appropriate Discipline**
- **Conflict Resolution**
- **Managing Difficult & Potentially Volatile Terminations**

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