

# Ontario Law Enforcement Risk Management Committee

## 2018 Spring Conference

The Ontario Law Enforcement Risk Management Committee formed in the spring of 2015 to promote formal risk management practices within Ontario policing. Since that time, more police services have looked to risk management to address some of their most pressing concerns and the committee now hosts a conference twice a year to learn more about risk management within law enforcement and discuss their most pressing concerns.

In 2016 the Frank Cowan Company recognized a value in these meetings and offered to partner with the committee to provide the most contemporary and relevant risk management information possible for police services in the province.

The cost is free other than accommodations, some food and travel. From past reviews of the conference, you will walk away with tangible skills you can use to mitigate risk in your own service. The details of our spring session are outlined below:

**Where:** Peel Regional Police - Centre of Excellence  
Emil V. Kolb Centre  
180 Derry Rd  
Mississauga, Ontario  
L5T2Y5

**When:** June 5-6, 2018

**Parking:** PRP Parking Lot Across from 180 Derry Rd  
Free of Charge

If you would like to sign up please advise Sgt Glenn Hadley of the London Police Service at 519-660-5832 or at [ghadley@londonpolice.ca](mailto:ghadley@londonpolice.ca)

# Agenda

## Day 1 – June 5, 2018

Time	Topic	Speaker
0900	<b>Opening Remarks and Welcome</b>	
0910	<b>Risk Mitigation and the Peel Regional Police</b>	Dr. B. Lorraine Wilson Ph.D. Manager Risk Mitigation Peel Regional Police Service
0925	<b>Quality Assurance and Organizational Wellness at the PRP</b> The PRP will review their Quality Assurance processes and show how it links to their Organizational Wellness Early Intervention Program.	Kimm Trichlio Supervisor Risk Mitigation – Quality Assurance Peel Regional Police Service
1000	<b>PRP Prisoner Management System</b> Review of the PRP prisoner management software system and their prisoner audit program.	Allison Fraser Sergeant Risk Mitigation – Internal Audits Peel Regional Police Service
1030	Networking Break	Hosted by the PRP
1050	Round Table Discussion and the Election of a New OLERM Chair	Glenn Hadley Sergeant Risk Management Unit London Police Service
1200	Lunch	Hosted by the PRP
1300	<b>Identifying the risks and potential losses associated to the #metoo campaign</b>	Charles Painter LLP Partner Paterson McDougal LLP <a href="http://www.pmlaw.com/">http://www.pmlaw.com/</a>
1415	Networking Break	Hosted by the Frank Cowan Company
1430	<b>Workplace Violence in a Policing Environment.</b> Managing workplace violence, particularly domestic violence in a policing environment creates some interesting challenges in balancing the Provincial mandate with the OHSA. Western University has partnered with policing to bridge these issues and create a system that can work.	Barb McQuarrie Margerite McPherson Western University
1600	End of Day Comments	Glenn Hadley
Evening	Dinner TBD	Hosted by the Frank Cowan Company

## Day 2 – June 6, 2018

Time	Topic	Speaker
0830	Morning coffee and networking	Hosted by the Frank Cowan Company
0900	<p><b>Slip and Falls</b> Policing is not immune to losses associated from slip and falls. The insurance industry has made a science out of these accidents and policing should know what they know.</p>	<p>Sam Kodsi P. Eng President &amp; Consulting Engineer Kodsi Forensic Engineering <a href="http://kodsengineering.com/">http://kodsengineering.com/</a></p>
1015	Coffee and networking	Hosted by the Frank Cowan Company
1030	<p><b>Marihuana within a Police Service</b> Marihuana is poised to create some significant challenges in the human resource management of staff. Find out what your organization should be concerned about</p>	<p>Michael Blinick LLP Partner McCague Borlack LLP <a href="http://mccagueborlack.com/home">http://mccagueborlack.com/home</a></p>
1200	Lunch	Hosted by the Frank Cowan Company
1300	<p><b>Human Rights Tribunals</b> Many police services have experienced an increase in OHRT claims. The reason for this, knowing what to expect and how you can best protect police service will be outlined.</p> <p>We expect this session to last a while as it has become a significant concern</p>	<p>Christine G Carter LLP Partner Papazian, Heisey, Myers Barristers and Solicitors <a href="http://www.phmlaw.com/Our-Lawyers/Christine-G-Carter.html">http://www.phmlaw.com/Our-Lawyers/Christine-G-Carter.html</a></p>
	Closing Remarks and Good Bye	Sgt Glenn Hadley

# Accommodations

A number of rooms have been blocked off at the following hotels

1. Park Inn by Radisson (Recommended)  
175 Derry Rd E, Mississauga, ON L5S 1Y9  
parkinn.com  
(905) 364-9999  
This one is directly across from the PRP building  
\$119/night
  
2. Monte Carlo Inn  
7035 Edwards Blvd, Mississauga, ON L5T 2H8  
montecarloinns.com  
(905) 564-8500  
\$110/night

# Biographies of Speakers

## **Sam Kodsi – Kodsi Forensic Engineering**

Sam Kodsi, P.Eng., graduated with a Bachelor of Engineering (Mechanical) from McMaster University and is a registered Consulting Professional Engineer in Ontario. He is also a Certified CDR Analyst and CXLT Certified XL Tribometrist. Mr. Kodsi has been active in automotive engineering safety since 1995 and has specialized in Accident Reconstruction since 1997. He has been involved in more than 5,000 technical investigations and has been the lead engineer in more than 4,000 reconstructions involving motor vehicle collisions and other personal injury incidents. Mr. Kodsi has been involved in peer-reviewed research and testing and has qualified to provide expert evidence in the Ontario Court of Justice, Superior Court of Justice and in Arbitrations.

## **Christine Carter LLB - Papazian Heisey Myers**

Christine is a partner at the firm Papazian Heisey Myers and has been practicing law for 23 years. She specializes in municipal liability defence and environmental risk management. A major emphasis of her practice has been the defence of public entities before the Superior Court of Justice, the Divisional Court and the Court of Appeal for Ontario. She has also appeared before the Environmental Review Tribunal.

She has acted for numerous municipalities throughout Ontario and has conducted over 20 trials involving municipal issues.

Christine has provided risk management advice to public entities dealing with their obligations under the Occupiers Liability Act and in particular with respect to arenas, pools, playing fields, skateboard parks, and other public spaces. She also provides advice on environmental issues including soil contamination, storm water management, noise, salt contamination and oil and chemical spills impacting property and watercourses.

Christine is the author of a chapter entitled “Environmental Liability” in the text *The Law of Municipal Liability in Canada* and the General Editor of the *Municipal Liability Risk Management Newsletter*. In addition to speaking at the Canadian Institute’s Annual Provincial/Municipal Government Liability Symposium, she has spoken about municipal and public entity issues at the Society of Public Insurance Administrators of Ontario conference, the Ontario Municipal Insurance Exchange and the International Municipal Lawyers’ Association.

## **Michael Blinick LLB – McCague Borlack**

Michael joined the firm in 2010 working in civil litigation with an emphasis on insurance defence, personal injury, product liability and corporate litigation. He has represented insurers, in both first and third party claims, appearing before all levels of court in Ontario and various administrative tribunals, including the Financial Services Commission of Ontario, and he has trial, appellate and mediation

experience. His practice areas include transportation law, occupier's liability, product liability, accident benefits claims including automotive fraud.

Michael formerly worked as an associate at a downtown Toronto firm, specializing in corporate and commercial litigation. Prior to law school, Michael was the lead kinesiologist at a physiotherapy clinic where he was responsible for creating and implementing treatment plans for injured persons. This experience in particular has giving him an inside look on different types of injuries sustained from accidents and first hand knowledge on what a reasonable treatment plan entails.

## **Charles Painter LLB – Paterson MacDougall**

Charles joined Paterson MacDougall as an associate in October 2009, and has been a partner since January, 2012. Since being called to the bar, he has focused on and practiced exclusively in the areas of Personal Injury, Insurance Defence and Municipal Liability and has appeared at all levels of the Ontario Superior Court of Justice, including appeals before the Divisional Court and the Court of Appeal for Ontario, as well as hearings before the Fire Safety Commission, the Human Rights Tribunal of Ontario, the Workplace Safety and Insurance Appeals Tribunal, the Financial Services Commission of Ontario, and the Canada Pension Plan Appeals Tribunal.

Charles teaches annually at the Ontario Playground Academy, instructing classes on the Law of Torts and municipal liability for parks and playspaces. Charles has edited several chapters of The Law of Municipal Liability in Canada, and has published numerous papers, case comments and articles on Municipal Law, and has presented on topics of interest at the Canadian Institute on Provincial/Municipal Government Liability and for the Society of Professional Insurance Adjusters of Ontario.

Charles is a member of the Advocates Society, Toronto Lawyer's Association and Canadian Defence Lawyers Association.

### Noteworthy Decisions:

Giuliani v. Region of Halton, 2011 ONSC 5119  
Morsi v. Fermar Paving Ltd., 2011, ONCA 577  
Mollicone v. Town of Caledon, 2011 ONSC 833  
Girgis v. Credit Valley Hospital et. al. [2009]H.R.T.O. 715  
Snider v. 687656 Ontario Inc. [2006] WSIAT Decision No. 2386/06  
Cynar Dry Co. (Re)[2005] O.J. No. 47  
Unique Labeling Inc. v. Gerling Canada [2005] O.J. No. 6172  
Vandale v. CBI Ltd. et. al. [2004]WSIAT Decision No. 463/06  
Paterson v. Lafleche, [2004] O.J. No. 2029  
Greenline Logistics Inc. v. Craft Décor Imports [2004] O.J. No. 1661  
Brar v. Brar [2002] O.J. No. 1181

## **Barb MacQuarrie – Western University**

Barb MacQuarrie is the Community Director of the Centre for Research and Education on Violence against Women & Children in the Faculty of Education at the Western University. She develops and promotes evidence based education and prevention initiatives involving both community-based and university-based partners.

Barb has presented to a wide variety of audiences locally, nationally and internationally about gendered violence and strategies to address it.

She has co-authored publications and produced videos and online trainings on gendered workplace violence and harassment, domestic violence risk assessment and management, sexual violence, violence in the lives of girls, and violence on college and university campuses.

Barb manages several provincial and national public education campaign and training programs. She holds a Social Sciences and Humanities Research Council grant to study the impact of violence on workers and the workplace. She is a member of the Board of Directors for the Muslim Resource Centre for Social Support & Integration.

Barb is a recipient of the Order of Ontario, the province's highest official honour, recognizing individual excellence and achievement.

## **Margerate MacPherson – Western University**

Margaret began working with the violence against women sector in 2003 while on contract with the provincial government in the Ontario Victim Services Secretariat. As the southwest regional grant supervisor, she was impressed by the high quality, innovative project work taking place under the leadership of community organizations and advocates across the region. At the same time, she was concerned by the lack of visibility and recognition successful projects received beyond the communities where they were implemented.

Believing that government has the infrastructure critical for promoting collaboration and facilitating the dissemination of promising approaches across regional, provincial and national boundaries, she convened the first meeting of the Southwest Region Violence against Women Coordinating Committee (SWRCC) in 2004. The SWRCC is comprised of eight local VAW Coordinating Committees that continue to meet and collaborate within their region. Recently, the SWRCC has led the development of a provincial network to increase opportunities for VAW Coordinating Committees to collaborate at the provincial level.

Since leaving government in 2009, Margaret has worked closely with CREVAWC as a consultant on a variety of social change initiatives including the development of the Make it Our Business domestic violence workplace training program; the adaptation of the Neighbours, Friends and Families (NFF) woman abuse campaign for a public education campaign about the abuse of older adults and cross-sector NFF training with the Muslim community. In June 2012, she completed a graduate diploma in Social Innovation at the University of Waterloo.