

Discipline Orientation Workshop

Advanced Session—November 13, 2020 Webinar

Program Description

This advanced program was developed because of the success of the Basic Program and an identified need for advanced training. It is a “beyond-the basics” learning opportunity for adjudicators. The advanced program will help discipline panel members develop their skills to deal with challenging situations while chairing hearings and deliberations. The program is intended to develop critical thinking and the “how to” needed to meet unique situations. Participants will learn how to confidently control the proceedings, demonstrate fairness, assess the evidence, facilitate panel deliberations and ensure adequate reasons for the decision while meeting head-on, a complex array of challenges that can arise in hearings.

Faculty

Luisa Ritacca, Stockwoods LLP
&
Richard Steinecke,
Steinecke Maciura LeBlanc

Discipline Orientation Committee Members

- **Tina Langlois**, College of Medical Radiation & Imaging Technologists of Ontario
- **Aoife Coghlan**, College of Occupational Therapists of Ontario
- **Genevieve Plummer**, Ontario College of Pharmacists
- **Ravi Prathivathi**, College of Nurses of Ontario

Conducting a Discipline Hearing - In-Person and Online Hearings

- 8:45 a.m. Registration into the Go-To-Webinar System**
- 9:00 a.m. Welcome and Basic Overview**
Introduction to the concepts of controlling the proceedings, giving parties a fair opportunity to participate, explaining the decision, and managing conflicts/potential bias
- 9:15 a.m. “You’re in Charge”**
Participants will consider challenging situations that test the panel’s ability to be in charge of conducting the hearing and control the proceedings
- 9:45 a.m. BREAK**
- 10:00 a.m. “You’re in Charge” (continued)**
- 10:45 a.m. BREAK**
- 11:00 a.m. “Give Everyone a Chance” — Role Play**
Participants will act out scenes which demonstrate the first and last rule structure for objections, motions and submissions, and how the panel ensures fairness to the parties
- 12:00 p.m. LUNCH BREAK**
- 1:00 p.m. “Only the Evidence”**
Participants will discuss how they would deal with the evidence and how the evidence forms the basis for the decision
- 1:45 p.m. BREAK**
- 2:00 p.m. “Explain Yourself”**
Participants will interact to learn about the deliberation process, highlighting the Chair’s role in leading the deliberation process and how it is separated from the reason-writing process. A perfunctory credibility assessment, which could lead to an appeal, is highlighted; requirements for adequate reasons in decision-write are also highlighted
- 2:45 p.m. BREAK**
- 3:00 p.m. “No Connection with Participants”**
Scenarios will be presented which demonstrate situations where panel members may find themselves unwittingly mingling with the parties or realize that they may know a witness from their personal or professional lives
- 3:45 p.m. Concluding Remarks and Evaluation**