

RACHEL TURNPENNEY
TURNPENNEY MILNE LLP

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Member, Law Society of Ontario, since 2003
Member, Law Society of British Columbia, since 2018

LEGAL AND PROFESSIONAL EXPERIENCE

2010 to present — Turnpenney Milne LLP, Lawyer, Workplace Investigator and Founding Partner

- Practicing employment law with a focus on conducting workplace investigations.
- Independent workplace investigator retained as a neutral third party on matters which include complaints of harassment and discrimination under the Ontario *Human Rights Code*, the *Canadian Human Rights Act*, the *Canada Labour Code* and the *Occupational Health and Safety Act* as well as the creation of a poisoned workplace and allegations under policy.
- Conducting workplace/environmental audits and advising employers on employee relations and retention issues.
- Provision of post-investigation services such as facilitation, sensitivity training, and mediation.
- Providing training sessions (either for a group or on an individualized basis) for employees stemming from a workplace complaint/legislation, legislative requirements or relating to the implementation of a new policy in the workplace.
- Facilitating discussions with employees either arising from an informal complaint, formal investigation or proactive stance of employer.
- Representation in litigation matters on behalf of both employers and employees before Ontario courts on a range of workplace matters.
- Significant negotiation and mediation of employer and employee workplace matters and complaints.
- Providing proactive and strategic advice to employers on a range of human resources topics from addressing workplace issues, policy and contract drafting to strategic advice on transactions and mass terminations.
- Representing employers and employees on human rights cases both provincially and federally.
- Providing advice and drafting employment contracts and contracts for services.
- Engaging in strategic planning, recruitment and managing of a boutique law firm.

2003 to 2010 — Hicks Morley LLP, Associate Lawyer

- Provided strategic and proactive labour, employment and human rights advice to employers.
- Regularly appeared before arbitrators in rights arbitration and engaged in both advocacy and mediation.
- Engaged in collective agreement interpretation and advised on language in collective bargaining.
- Regularly appeared at varying levels of courts in Ontario and the Human Rights Tribunal of Ontario.

- Conducted in-house training seminars and presentations on a variety of topics, ranging from basic harassment and discrimination training to individualized training arising from a specific complaint or incident in an organization.

EDUCATION AND MEMBERSHIPS

Wilfred Laurier University (1999)

Bachelor of Arts in Political Science

University of Western Ontario (2002)

Bachelor of Laws

- Mediation Course, Dispute Resolution Centre (1999)

Member, Law Society of Ontario (2003)

Member, Law Society of British Columbia (2018)

Member, Association of Workplace Investigators (“AWI”)

Certificate Holder, Workplace Investigations, AWI Training Institute (February 2018) – (“AWI-CH”)

Member, Ontario Bar Association and Canadian Bar Association

CONFERENCES, PUBLICATIONS AND MEDIA

- **October 14, 2020 – Ontario Bar Association**
 - Litigating An Employment File – The Essential Course
 - Presenter
- **September 12, 2019 – Ontario Bar Association**
 - Introduction to Workplace Safety and Harassment Law and Investigations
 - Panel Member – Starting an Investigation Practice
- **June 6, 2019 - Canadian Bar Association, British Columbia Chapter/ADR Section**
 - Mediations in Workplace Investigations
 - Panel Member and Presenter
- **2018-2019 – Institute of Corporate Directors**
 - Board Oversight of a Harassment Program - The Internal Investigation Process
 - Presenter in Vancouver and Halifax
- **May 15, 2018 – Ontario Bar Association**
 - Mastering Workplace Investigations
 - Panelist and Presenter
- **October 13, 2017 – Ontario Bar Association**
 - Employment Law Fundamentals, Managing the Employment Law Relationship
 - Panelist and Presenter
- **June 6, 2016 – Women’s Work? Institute**
 - Is the Law on my Side? A Lawyer’s Guide to Managing Pregnancy and Motherhood in the Workplace
 - Presenter

- **June 2016** - <http://www.cbc.ca/news/canada/toronto/programs/metromorning/pregnant-work-women-1.3619372> (online article - Canadian Broadcasting Corporation)
- **June 2016** - <http://www.cbc.ca/news/canada/toronto/programs/metromorning/promotion-and-pregnancy-1.3619968> (radio/television interview Canadian Broadcasting Corporation)
- **May 5, 2016 – Ontario Bar Association**
 - Employment Law Conference 2016: Summary Judgment Post-*Hyrniak*
 - Presenter
- **March 30, 2016 – Lancaster House**
 - 2016 Toronto Human Rights and Accommodation Conference: Major Case Law and Legislative Update (Presenter and Panelist)
- **October 22, 2015 – HRPALaw Conference**
 - Human Rights Update: Performance Management and Accommodation (Panelist and Presenter)
- **April 20, 2015 – Osgoode Professional Development: Managing Employment Law Issues in the Digital Age**
 - Workplace Investigations: Dealing with Evidence from Social Media and Other Digital Sources
 - Presenter and Panelist
- **February 7, 2013 – Ontario Bar Association Institute 2013**
 - Constitutional, Civil Liberties and Human Rights
 - Presenter and Panelist
- **January 30, 2013- Law Society of Upper Canada**
 - Disability Benefits in Employment and After Dismissal
 - Presenter
- **December 14, 2012 – Lancaster House**
 - Workplace Investigations - Nuts and Bolts of an Error Free Process
 - Facilitator and Presenter
- **November 2012 - Ontario Bar Association: Sole Practitioners and Small Firms Conference**
 - Survival Tips in Starting Your Own Law Firm
 - Panelist
- **October 2010 - HRPALaw Conference**
 - Human Rights Update (Rule 19A Summary Judgment Discussion)
 - Panelist and Presenter
- **November 2010 - The Canadian Institute**
 - Avoiding Discrimination Claims When Dealing with Aging Employees
 - Presenter