



# BULLYING & HARASSMENT IN THE PUBLIC SECTOR WORKPLACE

December 2 & 3, 2025 • Virtual Conference

## DAY 1 | Tuesday, December 2, 2025

11:00 am – 11:10 am (ET)	<b>Welcome and Opening Remarks</b> <b>Janice Hendrick</b> Chief Connection Officer   Both-And Consulting Registered Corporate Coach   Lean Healthcare Green Belt Prosci Certified Change Practitioner
11:10 am – 11:30 am (ET)	<b>From Incident to Insight: How Leaders Can Lead Restoration Through Better Risk Assessments</b> <b>Tova Bar-Dayan</b> Founder   BD Investigations
11:30 am – 11:45 am (ET)	<b>Screen Break</b>
11:45 am - 12:45 pm (ET)	<b>When Service Turns Dangerous: Managing Customer Violence in the Public Sector</b> <b>Kevin Calder</b> Certified Threat Manager CTM, CPP, PSP Lead Consultant   NorthStar Violence Prevention
12:45 pm – 1:00 pm (ET)	<b>Screen Break</b>
1:00 pm – 2:00 pm (ET)	<b>Manager Training to De-escalate and Protect Teams: Empowering Staff and Strengthening Organizational Resilience</b> <b>Romola Menon</b> HR Consultant & External Workplace Investigator   MENON HR Consulting Inc.
2:00 pm – 2:15 pm (ET)	<b>Screen Break</b>
2:15 pm – 3:15 pm (ET)	<b>Protecting Whistleblowers: Employer Obligations and Employee Protections</b> <b>Liliane Gingras</b> Partner   Rubin Thomlinson LLP
3:15 – 3:30 pm (ET)	<b>Chairperson's Closing Remarks</b> <b>Janice Hendrick</b> Chief Connection Officer   Both-And Consulting Registered Corporate Coach   Lean Healthcare Green Belt Prosci Certified Change Practitioner



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## DAY 2 | Wednesday, December 3, 2025

11:00 am – 11:10 am (ET)	<b>Welcome and Opening Remarks</b> <b>Janice Hendrick</b> Chief Connection Officer   Both-And Consulting Registered Corporate Coach   Lean Healthcare Green Belt Prosci Certified Change Practitioner
11:10 am – 12:10 pm (ET)	<b>Psychological Harm as Workplace Violence: Legal Duties, Mental Health, and Trauma-Informed Response</b> <b>Asha Rampersad</b> Partner   Turnpenney Milne LLP <b>Carly Dunster</b> Partner   Turnpenney Milne LLP
12:10 pm – 12:25 pm (ET)	<b>Screen Break</b>
12:25 pm – 1:25 pm (ET)	<b>Workplace Restoration – From Findings to Healing: Bridging Investigations and Restorative Practices in the Workplace</b> <b>Tova Bar-Dayana</b> Founder   BD Investigations
1:25 pm – 1:30 pm (ET)	<b>Screen Break</b>
1:30 pm – 2:30 pm (ET)	<b>Investigating and Managing Harassment and Off-Duty Misconduct</b> <b>Yola S. Ventresca</b> Managing Partner   Lerner LLP <b>Debbie Boswell</b> Partner   Lerner LLP
2:30 pm – 3:00 pm (ET)	<b>Facilitated Discussion and Chairperson’s Closing Remarks</b> <b>Janice Hendrick</b> Chief Connection Officer   Both-And Consulting Registered Corporate Coach   Lean Healthcare Green Belt Prosci Certified Change Practitioner