

CPIO Professional Development Day 2023

Thursday, November 16, 2023 – Virtual Via Zoom

EARN 6 CPE CREDITS

CPIO MEMBERS \$69.95 ** NON-MEMBERS \$89.95 ** STUDENTS \$29.95

REGISTER ONLINE AT WWW.CPIONTARIO.CA

<u>TIME</u>	<u>DETAILED AGENDA</u>
8:30 am	Virtual Registration
8:40 am – 8:50 am	WELCOME by CPIO President James Meadway
8:50 am – 9:00 am	Sponsorship Promos, CPIO Video
9:00 am – 10:00 am	Transport Safety Board Investigations Ken Webster – Manager, Regional Operations/Air Investigations at TBS
10:00 am – 10:15 am	BREAK
10:15 am – 11:15 am	Foundations of Open Source Intelligence Jeff Vansteenkiste – Senior Piracy Investigator at Rogers Communications
11:15 am – 11:30 am	BREAK
11:30 am – 12:30 pm	An Introduction to Health Inspectors of Canada Norine Schofield, CPHI(C) – Education Coordinator at Public Health Toronto – Healthy Environments
12:30 pm – 1:15 pm	LUNCH BREAK
1:15 pm – 2:15 pm	Perceptions of Investigators and Witnesses: Interviewing for Trust and Truth Kelly VanBuskirk, K.C., Ph.D, C.Arb. (P.C) – Chartered Arbitrator
2:15 pm – 2:30 pm	BREAK
2:30 pm – 3:30 pm	Fire Investigations in Ontario Mike Potvin – Senior Fire Investigator at Arcon Forensic Engineers
3:30 pm – 3:45 pm	BREAK
3:45 pm – 4:45 pm	Procedural Fairness and Best Practices in Workplace Investigations Brian Gottheil – Lawyer and Director of Training & Transformation
4:45 pm – 5:00 pm	Closing Remarks & Designations/CPE Credits Discussion
5:00 pm – 5:10 pm	BREAK
5:10 pm – 5:25 pm	Special Members Meeting (Members Only)



Ken Webster – Manager, Regional Operations / Air Investigations - Ontario

Ken Webster joined the TSB team in 2005, as a Regional Senior Investigator based out of Richmond Hill, Ontario, and is now the Manager of Regional Operations and Investigations for the Ontario Region. Since joining the TSB, he has participated in numerous investigations, as both an operational team member and investigator-in-charge. He has also participated in foreign investigations that involve Canadian aerospace products, and carriers. Prior to the TSB he worked in civil aviation for 20 years, in several different capacities, and has flown numerous aircraft types throughout Canada and the US.

Aviation Investigations

Ken Webster will discuss Transport Canada aviation investigations and a case study.



Jeff Vansteenkiste – Rogers Senior Piracy Investigator

Jeff Vansteenkiste has been performing online investigations since 2010, providing open source and undercover intelligence to clients and employers concerned with protecting their intellectual property. He has been involved in the development and execution of global IP enforcement strategies and has acted as a technical expert in the service of Anton Piller orders and the execution of criminal search warrants. He also has extensive speaking and training experience, having presented on topics such as open-source investigation techniques and best practices, online piracy, and the identification of counterfeit products. Currently, he is a Senior Piracy Investigator with the Content Protection Team at Rogers Communications Inc.

Foundations of Open-Source Intelligence Investigations

Learn the mindset, techniques, and best practices needed to incorporate online open-source intelligence (“OSINT”) into your investigations. We’ll discuss setting up an investigative environment, creating covert accounts, and both common and uncommon sources of valuable online information. Emphasizing workflow over specific tools, this talk will provide a strong foundation for building an effective open-source intelligence skillset.



**Norine Schofield – Education Coordinator at Public Health Toronto –
Healthy Environments**

Noreen has been a public health inspector in Ontario for 41 years.
She has worked in:

- Kingston, Frontenac, Lennox, and Addington Health Unit (both Sharbot Lake and Napanee offices)
- Ottawa Regional Health Unit
- Scarborough Health Department
- Currently is with Toronto Public Health.

During 2011 -2017 she was the national representative for Ontario on the Board of Certification of Canadian Institute of Public Health Inspector.

Currently she is the Education Coordinator for Toronto Public Health - Healthy Environments. As coordinator this involves training new inspectors and preparing them to take the national exam to become certified as a public health inspector in Canada.

An Introduction to Health Inspectors of Canada

This discussion will include an overview of the role of the public health inspector in Canada. This would include the schooling, training, certification, and overview of the many areas of public health programs we are involved in.



Kelly VanBuskirk, K.C., PhD, C. Arb. – Chartered Arbitrator

Kelly is a member of the Law Society of New Brunswick and the Nova Scotia Barristers' Society. He has practised law for 30 years, focusing on civil litigation, labour and employment law and human rights, and has appeared in hundreds of hearings before tribunals and courts, including the New Brunswick Court of King's Bench, the Nova Scotia Supreme Court, the New Brunswick Court of Appeal, and the Supreme Court of Canada.

In addition to practicing workplace law, Kelly has studied workplace justice issues for more than two decades, achieving a Master of Laws and a PhD, both in the United Kingdom, a Chartered Arbitrator designation (ADR Institute of Canada), and certifications in employment law mediation (Cornell University), restorative justice (Simon Fraser University), workplace investigations (Human Resources Professionals Association of Canada), and psychological health and safety (Canadian Mental Health Association).

Perceptions of Investigators and Witnesses: Interviewing for Trust and Truth

This discussion will examine biases and mental hitches that reduce trust in investigation interviews and how they can be overcome to maximize the recovery of truth.



Mike Potvin, CFMI, CFEI – Senior Fire Investigator at Arcon Forensic Engineers

Mike has almost 36 years of investigative experience. He started his career in 1988 with the OPP as a law enforcement officer, with his first posting commencing in Elliot Lake. Beyond his regular duties, he obtained his Breath Alcohol Technician Certificate, became a certified Search and Rescue Officer, and investigated his first arson. In 1992, he transferred to the Thunder Bay OPP detachment where he performed general law enforcement duties, worked as a Coach Officer, and later became a member of the Criminal Investigation Branch. In 1998, he joined the Office of the Fire Marshal, starting out as a Fire Investigator, and later holding various other positions, including instructing fire investigation courses, and training fire investigators. He has led some significant investigations throughout the province, some of which changed the legislation in Ontario. He has also qualified as an expert witness in Superior Courts, Provincial Courts, civil proceedings, and coroner inquests. He retired from the Ontario government after over 33 years of civil service. He is currently employed by Arcon Forensic Engineers as a full-time Senior Fire Investigator. Mike's work includes large loss fires, both residential and industrial, explosions, and numerous fires where personal injury and death occurred.

Areas of Expertise

- Heavy equipment fires (mining, forestry)
- Passenger and transport vehicle fires
- Fire scene control & security
- Marine (boat) fires
- Arson investigations
- Flame spread testing and analysis.
- HRV failures and related fires
- Fire suppression system failure analysis
- Appliance failures and associated fires
- Construction related fires (roofing, welding)
- Fire suppression system deployments

Fire Investigations in Ontario

This presentation will introduce fire investigation methods to determine the origin and cause of fires with a focus on basic fire science, fire pattern analysis, accelerant detection, and methods of evidence collection.



Brian Gottheil - Lawyer and Director of Training & Transformation

Brian was called to the Bar in Ontario in 2010 and he joined Bernardi Human Resource Law LLP in 2014 after clerking at the Federal Court of Canada and working at an international law firm.

Brian is an experienced workplace investigator and is on the federal harassment and violence prevention roster of investigators. He conducts investigations of diverse issues such as:

- Psychological harassment and bullying
- Sexual Harassment
- Racial harassment and discrimination
- Manager and team conflict
- Toxic and hostile work environments

Brian is passionate about creating positive workplace cultures. He also delivers training on Transforming Toxic Teams and prepared Bernardi's Transforming Toxic Teams Toolkit.

Brian is a frequent facilitator and leads curriculum development for the Workplace Investigations Certificate programs offered in partnership with the HRP and Osgoode Professional Development.

Procedural Fairness and Best Practices in Workplace Investigations

Workplace harassment investigations follow fundamentally different procedures from theft, fraud, and many other private investigations. Ensuring procedural fairness (also called "natural justice") is key to investigating allegations of harassment, discrimination, or interpersonal conflict. Without it, not only will an investigation be open to legal challenges, but you're liable to get the wrong result. In this interactive presentation, we'll explore the principles of procedural fairness, what fairness looks like in the workplace investigations context, and best practices for a strong, defensible investigation process.

DISCLAIMER

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