



ABOUT US

- ◆ Founded in 1984, our firm offers over 40 years of combined experience in the City of Timmins and surrounding communities.
- ◆ We provide services in French & English and converse fluently Romanian and Bulgarian.
- ◆ Our legal team offers legal representation to individuals, private companies, non-profit and First Nations/Métis Nations organizations on employment-related issues.
- ◆ We offer training on Board, First Nation/Métis Nation Governance and Conflict of Interest.
- ◆ We can customize our training to adapt to the needs of your organization.
- ◆ We provide Human Resources Training.
- ◆ We do Real Estate Law.



Suzanne Desrosiers Professional Corporation

We are a talented team of lawyers and local leaders in Employment Law, Human Resources/HR Training geared to Upper Management and we conduct Workplace Investigations.

We provide legal advice and offer personalized and dedicated services to help clients avoid costly mistakes in the area of Human Resources. We provide Workplace Investigation services, HR Training, HR 911 coaching, and Chief and Council Training for First Nations/Métis Nations and bilingual Confidentiality Training in the Ontario Education System.

WHY US?

EXPERIENCE • RESULTS • INTEGRITY

- *Multilingual Services & Support*
- *Collaborative Approach*
- *Diversification*
- *Adaptability*
- *Affordability*



+1 705 268 6492
+1 705 365 5578 (In case of emergency)



www.facebook.com/suzannedesrosierslaw/



www.linkedin.com/suzanne-desrosiers-professional-corporation



92 Spruce St. N. Timmins, ON P4N 6M8

WORKPLACE INVESTIGATION

Our background and training in the area of workplace investigations provides us with the skills and qualifications necessary to conduct external workplace investigations for both federally employers, including Indigenous businesses, and provincially governed employers. It is preferable that an external investigator be hired when:

- The complaint is highly sensitive
- There is a hint of conflict of interest
- The dispute involves more senior individuals in the organization
- The allegations are particularly serious
- The dispute involves complicated legal or technical issues

Typical areas of investigation we cover include workplace discrimination, workplace harassment & violence and sexual harassment. Our team of bilingual trained investigators also provides workplace investigation training geared to Upper Management.

EMPLOYMENT LAW

We have over 40 years of combined experience in all aspects of employment and human rights law. We provide legal services and training to businesses of all sizes including Indigenous organizations. We assist in all Employment/Human Rights related matters for both provincially governed employers governed by the Employment Standard Act 2000 (ESA 2000) and the Human Rights Code and federally governed employers governed by the Canada Labour Code and the Canadian Human Rights Act such as First Nations/Métis Nations, banks and airlines.

We regularly act for employers in Employment Law related matters such as drafting employment contracts, reviewing, amending and drafting employment/HR policies, and drafting discipline letters and termination letters on behalf of the employer. We also provide workplace investigations for just cause terminations, Human Rights harassment and sexual harassment complaints, and Human Resources Policy violations. In the alternative, we can provide guidance to employers in conducting workplace investigations.

HR TRAINING AND DEVELOPMENT TRAINING

In addition to providing legal advice on Employment Law related matters, our firm also provides HR Training & Skill Development to Upper Management and HR Management courses for both federally governed employers such as First Nations/Métis Nations, airlines, banks and provincially governed employers.

Training Courses Include:

- Human Rights Sensitivity Training for the Workplace
- Steps to ensure the enforceability of an Employment Contract
- Steps for effective progressive discipline in the workplace
- Steps to ensure a proper termination of employment
- Harassment and Violence in the workplace
- Understanding the Canada Labour Code
- Executive director and Board relationship building

“The Training on Canada Labour Code and Harassment and Workplace violence presented by Suzanne was amply supported with relevant case laws, and was of top-notch quality. I would recommend every federally regulated employer to attend this great program. I came back certainly more enriched after attending this program.”

Kalyan Jambunathan - Director HR, Moose Cree First Nation

