

Elizabeth “Joy” Noonan, LL.B., LL.M., Chartered Mediator (C.Med.)

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PROFESSIONAL EXPERIENCE:

November 2008 / Current

Principal/Owner - APTUS Conflict Solutions Inc. (Ottawa/Toronto) www.aptusrx.com

May 2015 / Current

Senior Facilitator - Potential Project (International) www.potentialproject.com

October 2017/Current

Equal Pay Commissioner - Northwest Territories

- Alternative dispute resolution practice with strong emphasis on mediations, workplace assessments, restoration and conflict coaching.
- Active labour arbitration and Canada Labour Code adjudication practice
- In excess of 600 completed workplace investigations, most harassment related
- Over 2500 completed mediations, facilitations and other conflict resolution mandates
- Teaching/training organization-based mindfulness programs and training focus and awareness at work with Potential Project International (Canada)/ Harvard University.

June 2007 – November 2008

ADR Chambers and the Stitt Feld Handy Group

Mediator/Arbitrator/Investigator

1994 – June 2007

Heenan Blaikie LLP– Ottawa

Partner, Head of Employment and Administrative Law group (Ottawa)

(Toronto Partner in 1998)

1989-1994

Fasken Martineau Walker LLP – Toronto (Student /Associate lawyer)

LEGAL EDUCATION:

- **Bachelor of Laws LL.B**, Dalhousie University, 1989 and called to Ontario Bar in 1991 (**Awards:** Smith Shield (top debater); Arthur S. Pattillo prize for Advocacy) Also University Ombudsperson - 1988/89
- **Masters of Law – LL.M (ADR), Osgoode Hall Law School (2011)**

ADDITIONAL ACCREDITATIONS:

- **Chartered Mediator (C.Med)**, ADR Institute of Canada (2011 ongoing)
- **Certified Senior Facilitator**, Potential Project International (2015 ongoing)
- **Alternative Dispute Resolution - Advanced Training**, University of Winsor Law/Stitt Feld Handy Group (2007)

CURRENT DIRECTORSHIPS and COMMITTEE WORK:

- **ADR Institute of Ontario**, elected Director and co-chair Membership Committee (2019 ongoing)
- **Regional Chartered Mediator Accreditation Committee (2014 ongoing**, currently committee co-chair)

RECENT PUBLIC* SPEAKING/TEACHING:

Advocates Society invited speaker Women in Litigation - ‘Credibility’ (**Ottawa March 2015**);

Conference Board of Canada (CBC) on Mindful Awareness in Workplaces (**Gatineau October 2015, Ottawa February 2016, Ottawa February 2017, Edmonton November 2017**);

Law Society of Ontario (LSO) - Mediation Primer for Litigators (**April 2016 and September 2017 Toronto**); Six-Minute Employment Lawyer on Investigations (**Ottawa 2016**) on mediation (**Toronto/Ottawa [virtual] 2020**); Ethical issues in Employment Law (**Toronto, February 2019**);

ADR Institute of Canada (ADRIC) National Conference, Mindfulness for ADR Professionals (**Toronto October 2016**);

ADR Institute of Ontario (ADRIO) : Bringing a Quiet Mind into ADR (**Ottawa April 2018**); Training Counsel on Zoom and other virtual platforms (**April 2020**); Mediator Mentor [virtual by Zoom] workshop (**May 2020**)

Canadian Bar Association (CBA) – Making Mindfulness Accessible (Ottawa, April 2019) ;

Canadian Association of Council for Employers (CACE) Annual Conference: Mindfulness, Resilience and Leadership (Ottawa, September 2019).

Lancaster House Workshop leader on various topics Human Rights, Workplace Investigations, Privacy and Mental Health in Workplaces; Annual Human Rights and Labour Law Conference, panel arbitrator (**various dates 2009-2017 Toronto, Ottawa, Maritimes**);

(past 5 years only; private retainers for speaking/teaching are not listed)*