

Professional Biography

STEVEN C. GAON, B.A., LL.B., C. Med.

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EDUCATION AND QUALIFICATIONS

2008 – Chartered Mediator designation given by ADR Institute of Canada
2007 – Arbitrator Certification under the amended *Arbitration Act*
2006 - Collaborative Family Law Certification
2001 - Advanced Mediation Certification, Osgoode Hall / Law Society of Upper Canada
2001 - Mediation Certification, University of Windsor / Stitt, Feld, Handy & Houston
1989 - Ontario Bar Admission Courses, called to the Bar of Ontario
1987 - LL.B., University of Ottawa
1984 - B. A., Concordia University

PROFESSIONAL EXPERIENCE

Mr. Gaon is a bilingual lawyer and alternative dispute resolution ("ADR") professional who has handled a range of complex matters involving legal and public affairs issues. As a lawyer, he managed numerous transactions and appeared before a wide variety of courts and tribunals. Mr. Gaon now serves principally as a mediator, arbitrator and specialist in workplace conflict investigation and resolution. He is an active mediator in the Ontario Attorney General's Mandatory Mediation Program and since 2001, has handled several hundred mediations, involving a wide variety of factual and legal issues. In 2008, Mr. Gaon was accredited by the ADR Institute of Canada as a Chartered Mediator.

Mr. Gaon has a keen interest and expertise in conflict resolution and the prevention of disputes within the Canadian sports system. He has a strong background in amateur sports. Mr. Gaon is a certified Canadian Ski Instructors' Alliance (CSIA) ski instructor, certified Canadian Ski Coaches Federation (CSCF) coach and former varsity athlete (alpine ski racing). He has also been very involved in yacht racing for many years and is a Canadian Yachting Association (CYA) certified sailing instructor.

AREAS OF EXPERTISE

Mediation and arbitrations – employment law and workplace conflict, sports-related conflicts and legal disputes, corporate and commercial disputes, personal injuries and insurance matters, professional malpractice, construction disputes, landlord-tenant matters, residential & commercial real estate issues, wills & estates problems. Mr. Gaon has also acted as a Negotiator, appointed to mediate and resolve real property and environmental issues under the *National Energy Board Act*.

Workplace investigations and examinations – Mr. Gaon has provided workplace examinations and harassment investigation work for a multitude of federal government departments and agencies and large-scale educational institutions. He is a specialist in the theory and application of policies designed to prevent harassment and discrimination, as well as federal and provincial human rights legislation.

Administrative law and regulatory compliance – Mr. Gaon has acted as general counsel to an administrative tribunal hearing cross-border commercial disputes, conciliated disputes under the *National Energy Board Act* and has advised clients on a variety of administrative law and regulatory matters.

Adjudication – Mr. Gaon was appointed Chair of the Employment Insurance Board of Referees in 1998 by Order of the Governor General in Council, where he adjudicated upon *Employment Insurance Act* appeals, applied the principles of natural justice and wrote all the Board's decisions. Mr. Gaon presided over more than 1,000 hearings in English and French from 1998 to 2002.

Privacy Law – Mr. Gaon was retained by a national industry association to advise on compliance with the *Personal Information Protection and Electronic Documents Act* (PIPEDA) and related privacy issues. Mr. Gaon wrote a nationally published guide to personal information and drafted numerous contracts and legal forms. He has also provided opinions on other Canadian privacy laws, including the *Privacy Act* and has given public presentations in various parts of Canada on these topics.

Matrimonial and family law – Mediations, arbitrations and collaborative family law in all aspects of family law, including property valuations and division, child and spousal support, and parenting and access issues.

PROFESSIONAL MEMBERSHIPS

- Law Society of Upper Canada
- ADR Institute of Canada
- ADR Institute of Ontario
- Canadian Bar Association (Member of the Executive for ADR Section, 2007-2008)
- County of Carleton Law Association
- Collaborative Law Network

VOLUNTEER WORK

Mr. Gaon's activities include serving at the University of Ottawa's Law Faculty as a seminar instructor in ADR and administrative law and as a mediation coach and professional mentor to law students. He was also on the Board of Directors for the Kidney Foundation of Canada, Eastern Ontario from 1997 to 1999, served as Director and Legal Counsel for the Canada 125 *Between Friends Foundation* in 1992 and worked as a United Way Campaign Committee member in 1991. He also regularly provides services to the public on a *pro bono* basis. In 2007, Mr. Gaon was elected as Executive Member of the ADR Section of the Canadian Bar Association. Mr. Gaon is regularly called upon to deliver oral and written presentations in the area dispute resolution to those in and outside the legal profession.