

JENNIFER M. WHITE, B.A., LL.B, LL.M.

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<http://www.jwinvestigations.ca>

SUMMARY A human rights investigator and lawyer with over 20 years of exceptional work experience in highly regulated and complex organizations in both the public and private sectors. Has a track record of improving and maintaining mutually respectful relationships through the use of dispute resolution techniques. Possesses excellent academic credentials, proven leadership and collaboration skills, as well as the ability to develop key contacts at all levels of the organization.

AREAS OF EXPERTISE

- Workplace investigations and interventions, including allegations of harassment, sexual misconduct, sexual violence, disciplinary matters, code of conduct, regulatory infractions and policy or legislative violations.
- Has conducted over 60 workplace investigations for clients including universities, municipalities, political organizations, hospitals, federal government departments and agencies, public sector utility companies, medium and large-sized private sector clients, entertainment industry clients and hospitality industry clients.
- Has developed an expertise in conducting investigations within policing and is a roster investigator with the New Brunswick Police Commission. Has also trained over 120 Ontario police officers on how to conduct workplace investigations.
- A roster investigator with the Sport Dispute Resolution Centre of Canada.
- On the National Master Standing Offer list in the categories of both violence and harassment investigations. This is the exclusive standing offer list for all workplace investigations in the Federal Government.
- Designing and applying alternative dispute resolution processes and policies, including in the context of workplace investigations.
- Development and delivery of training courses, including 2 and 3-day workplace investigation and sexual violence investigation courses.

PROFESSIONAL EXPERIENCE

WHITWORKS SOLUTIONS, INC/ JENNIFER WHITE PROFESSIONAL CORPORATION – From September 2018
Investigator, Lawyer and Trainer

- Working as an independent investigator for institutional and corporate clients across Canada.

RUBIN THOMLINSON, LLP – August 2016 to August 2018

Investigator, Lawyer and Trainer

- Conducted over 30 investigations into allegations of workplace harassment and workplace violence, sexual violence, code of conduct violations, bullying, poisoned work environments, and other problematic behaviour. This included the development of an investigation plan, interviewing parties and witnesses, fact-finding, legal analysis and completing an investigation report.
- Provided one-on-one or small group human rights training.
- Provided workplace investigation and human rights training to staff at all levels as well as the delivery of public training.

CIVILIAN REVIEW AND COMPLAINTS COMMISSION FOR THE RCMP 2010 – 2011 and 2015-2016 (2 years)

Public Safety Canada

Senior Reviewer/ Analyst

- Provided professional analysis and legal advice to the Commission Chair on public complaints regarding the actions of RCMP officers, including the use of force, legitimacy of search and seizure, arrest and detention, code of conduct violations, adequacy of investigation and officer attitude.
- Prepared final and interim investigation reports for parties that summarized the legal findings on the issue, including direction on matters that required RCMP response.
- Conducted and managed public interest Investigations (PIIs) on complex policing issues. This includes the development of an investigation plan, managing the engagement of investigators, and completing a report for the Commissioner of the RCMP.
- Assisted in the preparation of complex projects on issues related to criminal law, administrative law, and the oversight of police work that includes the interpretation of policies, procedures and legislation.

OTTAWA POLICE SERVICE 2011 –2015

Director, Employee and Labour Relations (2013 onwards) and Manager, Labour Relations (2011-2012)

- Senior Officer working with over 2000 employees (sworn and civilian) under three (3) collective agreements, providing day-to-day labour relations advice to all levels of the organization.

DEPARTMENT OF JUSTICE, Government of Canada 2010 (8 months)

Senior Labour Relations Advisor

FIRST AIR – The Airline of the North 2000-2009

Director, Employee and Labour Relations

Previously, Legal Counsel and Labour Relations (2002-2004) and Manager, Labour Relations (2000-2002)

FEDERAL MEDIATION AND CONCILIATION SERVICE Labour Canada 1995-2000

Preventive Mediation Officer

EDUCATION

2012 – Master of Laws (LL.M.) in ADR - Osgoode Hall, York University, with a specialty in police conflict resolution. Master's thesis paper entitled: "Bridging the Blue Line: Incorporating Mediation into Public Complaints against the Police".

1998 – Law Society of Upper Canada – Bar Admission Course – call to Ontario Bar

1996 – Bachelor of Laws (LL.B) in common law from the University of Ottawa

1988 – Bachelor of Arts (B.A) in politics/ history from Trent University, with one year spent at Swansea University in Wales, U.K.

PROFESSIONAL DEVELOPMENT

Osgoode Hall at York University - *Certificate in Adjudication for Administrative Agencies, Boards and Tribunals* – December, 2015

CDR Associates, Boulder, Colorado – *The Mediation Process (mediation certification)* - April 2009

Harvard Law School, Program on Negotiation – *Negotiating Labor Agreements* – November 2006

OTHER

- Ironman triathlete and marathon runner, golfer, skier, ringette coach, hockey player and a proud sport parent.
- Board Member for Kids Up Front (Ottawa) and previous Board member at Child and Youth Friendly Ottawa and the City of Ottawa Ringette Association.