

*Resolving Workplace Conflict  
Through Intervention and Training*

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**JOHN CURTIS B.A.(Hon.), L.L.B.**

Barrister & Solicitor, Mediator, Olympian

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## **Investigation Services**

Ideally, workplace conflicts can be resolved through collaborative methods, including mediation, facilitation or just talking things through amongst colleagues, but when allegations of harassment, sexual harassment or violence are made, employers are required to investigate. Sometimes an internal management investigator will be seen as biased no matter how careful they may be about the investigation process.

With extensive investigation experience and in-depth knowledge of conflict in the workplace, John Curtis conducts thorough, and objective investigations that safeguard the legal interests and rights of the organization and its employees. John's reports are comprehensive and designed to discourage parties from arbitrating or litigating management decisions based on his findings. John's approach aims at achieving closure on the issues in the most cost effective way available given the unique circumstances of each case.

## **Biography**

John Curtis is a lawyer, mediator, investigator and 2004 Olympic athlete in the sport of sailing who restricts his practice to workplace conflict.

John has experience with a variety of workplace contexts including: municipal government, county government, community colleges, school boards, and long term care homes, restaurants, police services, paramedic services, and more. Combining his skills as a lawyer with the discipline, dedication and passion that established him as an Olympian, John now helps organizations navigate their way through those conflicts that need outside assistance to resolve.

John has been working in the field of Alternative Dispute Resolution for 19 years both as a practitioner and educator. He has been a sessional lecturer at Queen's University Law School, a Corporate Learning Trainer at St. Lawrence College, and is a regular instructor with the Mediation Centre of Southeastern Ontario. He is also appointed to the Mediation Roster of the Sport Dispute Resolution Center of Canada.

John earned both his Hon. B.A. in Philosophy and his Law Degree at Queen's University in Kingston, Ontario, where he now lives, works and sails with his wife Kathleen and their children Jamie, Annika Mitch and Josh.