

Public Program - Friday November 2

Speakers' Biographies

2. Review of Recent SDRCC and International Jurisprudence

BRUNET, Patrice

Patrice Brunet has acquired an important expertise in the adjudication of sports-related arbitration disputes, both as counsel to parties, and as an arbitrator. He has developed his expertise in sports law through a rich career as a volunteer and lawyer, on various boards of sports federations, with the Canadian Olympic Committee, and as athlete lawyer/ombudsperson for the Canadian Olympic team at 3 Olympic Games (1996, 2002 and 2006). He is regularly named as a sole arbitrator or part of three-member panels either by athletes, anti-doping agencies, national federations or international federations. Fully bilingual in both French (native) and English, he has co-authored *Le Droit du Sport au Québec et au Canada* in 2018, published at Les Éditions Yvon Blais/Carswell. He is an accredited Arbitrator with the Court of Arbitration for Sport and the Sport Dispute Resolution Centre of Canada.

PANKO, Charmaine

Charmaine Panko practices in the field of conflict resolution as a collaborative lawyer, mediator, arbitrator, and trainer. Charmaine has assisted in the resolution of legal disputes of all types from corporate/commercial to family and estates matters. She uses a common sense approach to legal disputes focusing on the needs and interests of the parties. Her approach is informative and client centered presenting win-win options for those in the midst of a legal dispute. Charmaine has a passion for legal education and is a sessional lecturer for the College of Law at the University of Saskatchewan. She also regularly presents legal information seminars to the general public. She is a volunteer lawyer for the Public Legal Education Association (PLEA) Request a Speaker Program and received the 2013 Cam Partridge Memorial PLEA Volunteer of the Year Award. Charmaine also received the 2011 Lexpert Zenith "Pro Bono Lawyer of the Year Award".

3. Panel: The Status of Anti-Doping Affairs: Implications for Dispute Resolution in Canada

ADAMS, Jeffrey

A six-time Paralympian and six-time World Champion wheelchair racer, Jeff Adams has shown the world how to find opportunity in adversity. Born in Brampton, Ontario, as an infant Jeff underwent radiation therapy to treat cancer. These treatments saved his life but permanently damaged his spinal cord, and Jeff began using a wheelchair at the age of nine. Powered by courage and determination, he quickly ascended to elite levels of competition on the international wheelchair racing circuit. Between 1988 and 2008, he competed in six consecutive Paralympic Games, capturing an outstanding total of thirteen medals, including 2 gold, one silver and 2 bronze medals at the 2000 Paralympic Games alone. One of Canada's most successful Paralympic athletes, Jeff Adams' competitive achievements have inspired his equally dynamic brand of activism. Now serving as a spokesperson, journalist and media commentator, Jeff has often leveraged his athletic achievements to advocate for accessibility and lend support to organizations that promote equality for people with disabilities. Jeff has also served as Chair of the Accessibility Committee for the Toronto 2008 Olympic Bid Committee and Chair of the Ontarians with Disability Advisory Council. He is currently studying law at Osgoode Hall.

GREENE, Paul J.

Paul J. Greene, the Founder of Global Sports Advocates, is recognized as one of the world's leading sports lawyers. Paul has handled sports law matters around the world, including numerous hearings before the international Court of Arbitration for Sport in Lausanne, Switzerland known as the "Supreme Court for Sports Law." Paul has successfully represented athletes from more than 20 countries and more than 30 different sports, including an Olympic gold medal winning horse. Paul is a well-known speaker and author in the area of sports law both nationally and internationally and a professor of sports law and guest lecturer. Paul is an Editorial Board member of leading sports law publications LawinSport, World Sports Advocate and Football Legal and a long-time member of the Sports Lawyers Association. Paul is a member of RexSport, an international association of sports lawyers. He is admitted to practice in the States of Maine, Massachusetts, New York and the District of Colorado. Paul attended the University of Maine School of Law from which he graduated *cum laude*. He also earned a master's degree in communications from Syracuse University and his undergraduate degree from Brandeis University, where he captained the cross country and track teams.

KLEVINAS, Adam

Adam Klevinas started his career in sport as a kayaker, competing at the national level as well as representing Canada internationally as part of the National Team. While completing his law degree, Adam worked as a consultant for the World Anti-Doping Agency (WADA), before joining McCarthy Tétrault LLP in Montréal as an Associate in 2012. In 2014, Adam joined WADA as the Manager of Legal Affairs, where he was responsible for advising International Federations and National Anti-Doping Organizations with respect to legal matters relating to anti-doping. Adam was also highly involved in investigative matters at WADA, including the Russian doping scandal. While at WADA, Adam also worked as an adjudicator for sport organizations in non-doping related matters, such as selection and disciplinary cases. Adam recently joined the Sport Law and Strategy Group as an Associate, representing National Sport Organizations in carding and selection matters, and otherwise provides legal advice to sport organizations across the country on a variety of matters. Adam holds a Bachelor of Arts in Journalism and Political Science from Concordia University, as well as a Bachelor of Civil Law and a Bachelor of Laws from McGill University. Adam is a member of the Barreau du Québec.

PEREGOUDOVA, Dasha

Dasha Peredougova is a litigation lawyer at Gardiner Roberts LLP. She practices in the areas of professional liability, employment and labour, and constitutional and human rights law. Dasha also acts for various sports and arts organizations, with a focus on governance. Dasha was a nine time national champion in taekwondo, and won two Pan Am gold medals during her athletic career. She has served as a director of the Sport Dispute Resolution Centre of Canada (SDRCC) since 2013. From 2007-2015, Dasha was on the Board of Directors for Taekwondo Canada. Since 2013, she has also been a director of AthletesCAN, and is currently serving as its President. Dasha is also a member of the Pan American Sport Legal Commission. She plays beach volleyball and competes in triathlon, loves to cook, and is an avid supporter of the arts. She lives in Toronto with her partner, Sébastien, and their french bulldog, Allistair.

4a. Protection of Privacy in Award Writing

DUMOULIN, Ross

Ross Dumoulin is a bilingual labour and sports arbitrator based in Ottawa since 1991. Mr. Dumoulin holds an Honours B. A. with a major in English and a minor in French Literature from the University of Ottawa. He also graduated in 1980 from Queen's University with a Bachelor of Laws (LL.B.). In his career, Mr. Dumoulin worked as a Grievance and Adjudication Officer at the Public Service Alliance of Canada. He also worked as legal counsel for the Federal Department of Justice attached to the Canada Post Corporation in Ottawa where he represented the organization at arbitrations, in court and during negotiations of collective agreements. Since then, Mr. Dumoulin has been appointed as arbitrator by Human Resources and Skills Development Canada, the Ontario Minister of Labour and by the Sport Dispute Resolution Centre of Canada and its predecessors. He also developed and instructed a labour arbitration course and workshop for both union and employer representatives. During his studies, Mr. Dumoulin played 4 years as a university volleyball player. He also competed in boxing and fencing clubs.

WRIGHT, Anthony M.

Anthony Wright is the Regional Vice President of Aboriginal Trust Services at RBC Wealth Management, Estate & Trust Services. He is the fourth member and third generation of his family to compete in an Olympic Games for Canada having represented Field Hockey Canada from 2003 - 2009 most notably at the 2006 Commonwealth Games, 2007 Pan-American Games (gold medalist) and the 2008 Olympic Games. Anthony is an active member of the sport community and has been a Board Member of the SDRCC since 2012. Anthony studied law at the University of Victoria and was called to the Bar of British Columbia in 2016. He also holds an undergraduate degree from the University of British Columbia (UBC) where he graduated head of the Human Kinetics Exercise Science Program and won the Bobby Gaul Memorial Trophy as UBC's outstanding male graduating athlete.

4b. Ethical Implications of Financial Incentives to Settle

CURTIS, John

John Curtis is a lawyer, mediator, arbitrator and 2004 Olympic athlete in the sport of sailing who specializes in workplace conflict. Curtis has been working in the Alternative Dispute Resolution field for 18 years both as an educator and practitioner. He has been a sessional lecturer at Queen's University Law School and a regular instructor with the Mediation Centre of Southeastern Ontario. He has also been appointed to the Mediation Roster of the Sport Dispute Resolution Center of Canada. Curtis 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 two children Jamie and Annika.

5. LGBTQ2S: Creating a Safe Environment in Sport

ALLEN, Matt

Matt Allen is the Managing Director of Education with the Professional Golfers' Association of Canada, overseeing coach education, player development, and business training for golf professionals across Canada. He is the Head Coach for the Laurier University Women's Softball team in Waterloo, Ontario, Assistant Coach and Director of Scouting for the Dominican Republic Men's National Softball Program and an Assistant Coach for the Toronto Batmen who competes

in semi-professional international circuit for men's softball. He sits on a number of sport development committees including the Softball Ontario Coaching Committee, is the Chair for Long Term Player Development for softball in Ontario, a National Executive Committee member with the Coaching Association of Canada, Golf Canada Sport Development Committee, Co-Chair for You Can Play Canada-East and is the President of the Ontario Intercollegiate Women's Fastpitch and founding member of the Canadian Collegiate Softball Association.

DEMERS, Guylaine

Guylaine Demers PhD is a Professor at Laval University. She takes particular interest in issues of women and LGBT-phobia in sport. She currently serves as the Chair of Egale Action, Quebec's Association for the Advancement of Women in Sport. Dr. Demers made the Canadian Association for the Advancement of Women and Sport (CAAWS) list of Most Influential Women in Sport in Canada in 2007, 2010, and 2015. In 2013, she contributed to the book "Playing it forward: 50 years of women in sport in Canada" (2013, Feminist history society Eds.). She was also responsible for organizing the Conversation 2015 symposium, which was dedicated to fostering solutions to bettering the experiences of girls and women in the Canadian sport system (www.SolutionsWomenSport.ca). In November 2017, she was named the women's studies research chair at Laval University. She is also the appointed Chair of the new Women and Sport Working Group set up by Minister Kirsty Duncan at the federal level.

FENNELL, John

John Fennell started luge in Calgary in 2006. 8 years later, he represented Canada in the Sochi Olympics where he finished 27th place. After the Games, John came out publicly to voice to some of the issues he faced as a gay athlete. Since then, John has volunteered for the You Can Play Project and the #OneTeam initiative to tackle homophobia in sport. At the end of the 2015 season, John decided to continue his career with Team USA in Lake Placid, New York. After finishing 5th at the 2018 Olympic Trials, John chose to pivot. He is currently pursuing his undergraduate education at Royal Roads University in Victoria, BC.

WORLEY, Kristen

Kristen Worley is a Senior Designer for the architecture firm Gensler, author and elite-level high performance cyclist who has been at the forefront of the struggles against sport gender policies for 16 years. A transitioned athlete, Kristen was the first athlete in the world to be subject to the IOC's 2003 Stockholm Consensus which set conditions for transitioned athletes taking part in competitions. For the last decade, Kristen has been predominantly engaged with the International Olympic Committee (IOC), World Anti-Doping Agency (WADA) and other Olympic Movement stakeholders, and most recently with the United Nations, European Union, UNESCO and Commonwealth sectors as an educator and adviser regarding diversity education and inclusive policy in global sport. In June 2015, Kristen's professional cycling career was cut short by health implications directly related to current policy regulations. She sought a human rights application within the Human Rights Tribunal of Ontario in Canada, against the IOC, WADA, Union Cycliste Internationale (UCI), Cycling Canada (CC) and the Ontario Cycling Association (OCA). In July 2017, an unprecedented settlement in sport was reached with the UCI, CC and OCA, to change policies, guidelines, rules and processes surrounding female athletes, gender verification and therapeutic use of required hormones prohibited by anti-doping regulations.

6a. Deference: Whether and Why?

PALAMAR, Jeffrey

Jeff Palamar is a long-time partner at Taylor McCaffrey, and has been recognized by his peers around Canada for his expertise in labour and employment law. He also practices in the areas of sports law and dispute resolution, and often serves as an arbitrator in labour and employment cases, as well as those dealing with disputes in sport. He has been chosen to act as Ombudsperson with the Canadian Paralympic Team. He formerly served as the Chair of the Board for Sport Manitoba, and is an arbitrator on the roster of the Sport Dispute Resolution Centre of Canada.

ROBERTS, Carol

Carol Roberts has extensive experience as an arbitrator and mediator in a number of areas including employment, human rights, workers compensation, property assessment and sports. She also serves as a Judicial Justice with the Provincial Court of British Columbia. She was a figure skating judge for over 30 years. She has also been an adjudicator with the Indian Residential Schools Adjudication Secretariat, a member of the British Columbia Employment Standards Tribunal, and a Canada Labour Code arbitrator. She is currently an arbitrator and mediator with the Sport Dispute Resolution Centre of Canada and the Court of Arbitration for Sport (CAS). She was notably appointed as a member of the CAS Ad-Hoc panel for the 2016 Summer Olympics in Rio de Janeiro and the 2018 Winter Olympics in Pyeongchang. Before becoming an arbitrator, she practiced constitutional and criminal law in Yellowknife in the Northwest Territories.

6b. Making the Best of Pre-Mediation Caucuses

SIMPSON, Michelle

Michelle is a lawyer, chartered mediator and chartered arbitrator. Michelle has arbitrated or acted as referee in over nearly 100 cases since 2011 and has mediated countless numbers of issues associated with a wide variety of topics. Michelle is currently serving on the rosters for the Sport Dispute Resolution Centre of Canada (Mediator), CAMVAP (Arbitrator), Subway Restaurants (Arbitrator), and the National Energy Board (Mediator). Michelle teaches the ADRIC sponsored National Introductory Arbitration course in Edmonton as well as the Preliminary Hearing ADRIA sponsored course for Arbitrators. She has also been a guest speaker at many local, national and international conventions on a variety of topics including the use of ADR to resolve conflict. Michelle is currently President of the ADR Institute of Alberta and is actively involved with the Canadian Bar Association on both a provincial and federal level.

SDRCC Mediators & Arbitrators - Saturday November 3

Speakers' Biographies

8. Panel "Hear It From the Clients": Systemic Barriers in Canadian Sport - Athletes' Perspectives

SIMARD, Geneviève

Geneviève is a former Canadian Olympic skier who participated in Salt Lake City in 2002 finishing 7th in combined-Women and 5th in the Giant Slalom at the Turin Winter Olympic Games in 2006. A 3 time Canadian champion, Geneviève also added to her long list of achievements by winning a World Cup in Cortina d'Ampezzo in Italy in 2004, finishing 4th at the 2003 World Championships in Super-G, reaching a World Cup podium on 4 occasions in Giant Slalom and Super-G and ranking 5th in Giant Slalom on the World Cup Circuit on 2 occasions. Since retiring from her Olympic career in 2010, Geneviève has spent her time up in the air being one of the few women flying helicopters for a company based in Alma, Quebec. Aside from flying, Geneviève is an alpine ski analyst for CBC during the Olympic Games, teaches young kids how to ski, is the spokesperson for Défi de Ski Leucan and is a brand ambassador for Jack Wolfskin and Rossignol.

VANDER VIES, Josh

Josh is a Vancouver lawyer with a practice focused on not-for-profit and estate law. The founder of Versus Law Corporation, he strives to live up to the English and Latin meanings of the word versus: both toward and against - defining and seeking client goals, while defeating, avoiding, or leveraging the obstacles along the way. A past President of AthletesCAN, Canada's association of national team athletes, and a past director of the Canadian Paralympic Committee, Josh also won bronze at the 2012 Summer Paralympic Games in London in the sport of doubles boccia. He successfully helped build, and extend the funding of, the Equipment and Assistive Technology Initiative (EATI) in British Columbia and is a member of the British Columbia Minister of Social Development and Social Innovation's Council on Employment & Accessibility. An electric wheelchair user born without much of his arms and legs, he has more experience than most in identifying individual and collective issues, and knowing when to engage each.

Luncheon Keynote: Inside the Minds of High Performance Athletes

LESLIE-TOOGOOD, Adrienne

As a licensed psychologist and adjunct faculty at the [University of Manitoba](#) and Director of Sport Psychology at the Canadian Sport Centre Manitoba, Dr. Adrienne Leslie-Toogood has extensive experience working with athletes in both Canada and the United States at all levels of performance. She has travelled extensively with a wide range of teams at several multi-sport games from the Canada Games to the Olympics and Paralympics, and has also worked with several other high performers including medical doctors, business leaders and performing artists. She is an active member of several other professional associations, including PAST chair of the Canadian Sport Psychology Association and discipline lead for psychology with the National Sport Science and Medicine Advisory Council of Canada. Adrienne was also a faculty member at Kansas State University, serving as Coordinator of the Curriculum for Student Services in Intercollegiate Athletics and Athletic Department Liaison. Her practice draws from several psychological theories including humanism, mindfulness and cognitive behavioural therapy (CBT). Adrienne established [The Cal Botterill Lecture](#) in 2007 when Dr. Cal Botterill retired from teaching at the University of Winnipeg. The lecture series is one of the most attended events CSCM hosts on a yearly basis.