

**Mireille Mortimer**  
**HBSc, JD, AWI-CH**

**PROFESSIONAL SUMMARY**

Mireille Mortimer is the founder and principal of Mortimer Khoraych PC. Mireille's practice focuses on three core practice areas: external workplace investigations, workplace investigation training, and workplace restoration. Over the past 12 years, she has conducted investigations into hundreds of claims relating to harassment, sexual harassment, bullying, discrimination (including unconscious bias and micro-aggressions), equity, conflict of interest, safety, dishonesty, theft, abuse of power/authority, reprisal, and code of conduct, privacy and other policy breaches, among other workplace issues.

As an experienced workplace investigator with a background in labour and employment law, psychology, and empirical research:

- Mireille is compassionate and respectful with all participants throughout the investigation process, building rapport and offering a non-judgemental space to share their knowledge and information
- She acts as a neutral fact-finder, leveraging her understanding of human cognition, perception, and memory to assess the reliability of witness evidence, in order to deliver clear and substantiated findings.
- Mireille trains individuals to overcome interpersonal conflict in the workplace in her capacity as a workplace mediator. Depending on the circumstances, she draws on a variety of training, restorative justice, and remediation methodologies to promote a healthy, productive, and rewarding work environment.

Possessing skills, knowledge and expertise gained in over 12 years of guiding corporate clients through internal investigations, conducting full external independent and impartial investigations, and advising on all related aspects, Mireille is a strategic and thoughtful investigator well suited to perform a wide variety of employment, regulatory, and other, investigations.

**PROFESSIONAL EXPERIENCE**

**Mortimer Khoraych Professional Corporation**

**July 2017 - Present**

- Conduct independent investigations into a wide variety of matters, with an emphasis on employment, occupational health and safety, and human rights and related regulatory issues.
- Specialize in complex investigations, with either a number of parties/allegations and/or significant conflicts in the evidence to be resolved.
- Interview parties and witnesses in a professional and sensitive manner, attuned to potential biases and effect of external factors
- Act as a neutral, arms-length investigator, utilizing procedures consistent with natural justice and procedural fairness, providing unbiased findings, conclusions and recommendations.

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- Assess and weigh evidence on a balance of probabilities standard, including making credibility determinations
- Conduct workplace audits/environmental assessments
- Provide workplace remediation and restoration services, and sensitivity coaching and training
- Regularly invited to present and speak on conducting workplace investigations

**Hicks Morley Hamilton Stewart Storie, LLP**

**August 2007 – June 2017**

- Identify issues and risks; assess and analyse circumstances and potential exposure and liability; advise clients in both the private and public sectors, in all areas of employment and labour law, covering substantive and procedural issues, including harassment, bullying, human rights, discrimination, etc.
- Represent clients before labour arbitrators, administrative tribunals, including the Human Rights Tribunal of Ontario, in civil trials and civil litigation proceedings, including wrongful dismissal and wrongful competition matters, and in Employment Standards, WSIB and OHSA matters.
- Conduct full external investigations; coach and advise clients on internal investigations; investigation training
- Draft employment and other contracts/agreements, workplace policies, procedures, standards, etc.
- Negotiate contracts and agreements, including settlements and releases
- A founding member of the firm's Diversity and Inclusion Committee (2014-2017)
- Active in hiring and formal mentorship, and informal student and associate mentoring
- Included a six month secondment in 2011 to an international FI with employees across Canada; worked in-house with Employee Relations, Labour Relations, Human Resources, and Operational Managers; and a six month part-time secondment in 2017 to an international integrated support services company
- Participate in regular continuing legal education, averaging 8 to 10 programs per year

**EDUCATION**

**Certificate Holder**, Administrative Investigations, Ontario Ombudsman

**October 2019**

**Certificate Holder**, Association of Workplace investigators

**January 2018**

**Juris Doctor**, University of Toronto

**April 2007**

**Honours Bachelor of Science, with Distinction**, University of Toronto

**June 2003**

**PROFESSIONAL MEMBERSHIPS**

- Law Society of Ontario
- Association of Workplace Investigators (Canada)
- Alternative Dispute Resolution Institute of Ontario
- Ontario & Canadian Bar Associations

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- Women's Executive Network
- Women's Law Association of Ontario

**PRESENTATIONS**

- ***Avoiding Pitfalls and Conducting Proper Workplace Investigations***, HRPB Barrie Chapter, April 16, 2019
- ***Conducting Effective Workplace Investigations***, HRPB Peterborough Chapter, February 27, 2019
- ***New Challenges and Opportunities in Human Rights***, Human Rights Update Advantage Series, Hicks Morley, November 13, 2013
- ***Accessibility for Ontarians with Disabilities Act***, Mining Human Resources Association, October 4, 2013
- ***Human Rights Training***, Articling Students, Hicks Morley, August 2013
- ***Jurisdiction of Appellate Courts***, Litigation Practice Group, Hicks Morley, March 25, 2013
- ***Collective Agreements***, Client Training, February 2012
- ***Privacy Issues***, School Board Conference, Hicks Morley, October 2011
- ***Preparing for Grievance Arbitration Hearings***, Client Training, August 2011
- ***Employment Standards Act Training***, Articling Students, Hicks Morley, May 2011
- ***Employee and Workplace Privacy Issues***, Managing Privacy Compliance Course, Federated Press, March 23, 2010
- ***Student Speech & Freedom of Expression***, Colleges Conference, Hicks Morley, December 1, 2009
- ***Student Speech & Freedom of Expression***, Universities Conference, Hicks Morley, November 9, 2009

**PUBLICATIONS**

- ***Tips on Avoiding Probationary Period Pitfalls***, FTR Quarterly, Issue 5, Volume 1, March 2017
- ***Is a Pier a Road for Purposes of Overtime Pay Entitlement?*** Minimum Standards Monitor, February 2017
- ***Regulation Filed for Personal Emergency Leave in Auto Sector***, Hicks Morley Legislative Update, November 2016
- ***Minimum Wage to Increase on October 1, 2016***, Hicks Morley Legislative Update, September 2016
- ***ESA Blitz this Fall to Target Repeat Violators***, Hicks Morley Legislative Update, September 2016
- ***Attendance Management General Principles***, Hicks Morley Client Training, Fall 2016
- ***Managing the Accommodation Process***, Hicks Morley Client Training, September 2015
- ***Data Breaches: Limiting the Risks and Consequences***, Reaching Out, Hicks Morley Social Services Update, May 2013
- ***Attendance Management Refresher***, Reaching Out, Hicks Morley Social Services Update, December 2012

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- ***Personal Information Received on an Unsolicited Basis is not “Collected”***, HM News Article, September 8, 2011
- Editor, ***Hicks Morley Information and Privacy Post***, 2009-2011
- ***Subjective Expectation of Privacy not Objectively Reasonable in the Workplace***, HM News Article, January 14, 2010
- ***How Facebook can Help Make Your Case***, HM News Article, May 29, 2009
- Mah K, Khoraych M, Lipton JH, Messner HA, Khoraych G, Krawiec K, Lefebvre F, Devins GM, ***Do allogeneic bone marrow transplant candidates match coping to controllability of pre-treatment stressors?***, Psychol Health Med. 2008 May; 13(3):337-45.

**LANGUAGES**

- English – fluent
- French – intermediate (reading and speaking)
- Italian and Arabic – basic (speaking)

**PRO-BONO AND VOLUNTEER EXPERIENCE**

**Director, Alternatives Mental Health Counselling Services Agency**

**November 2012 – November 2014**

- Member of consensus driven Board of Directors
- Review, discuss, assess and make decisions regarding various issues faced by the Agency

**Mentor, Ryerson University, Law Research Centre Networking**

**February 2014**

- Roundtable discussions with law students; provide advice and guidance regarding career paths and choices; networking opportunity for students

**Mentor, U of T, Faculty of Law, Alumni-Student Mentorship Program**

**October 2012 – March 2013**

- Provide mentoring and career guidance to a second-year law student; share experiences regarding the legal profession and provide advice to make informed choices