

BACKGROUND, EXPERIENCE & QUALIFICATIONS

Sharona Freudmann is the owner of Brainsell Consulting Inc. and has over 20 years of legal training and experience in employment, labour and human rights law, as well as ongoing legal professional development training in human rights, negotiation, mediation for adjudicators, and adjudication for tribunals, boards and agencies.

As a lawyer registered with the Law society of Ontario, Sharona has limited her practice to conducting neutral investigations, training and related consulting for organizations since 2006, conducting an average of eight to twelve cases annually. She has developed expertise conducting assessments, harassment investigations and restoration program design and delivery. The issues identified in those cases have included allegations of misconduct because of discrimination, harassment, retaliation, violence, bullying, dishonesty, ethical and policy violations.

Sharona has developed competencies managing highly sensitive allegations and circumstances, including, for example, recognizing and considering differences in background, position and role, all of which are relevant to perceptions and experiences of parties and witnesses.

Sharona is skilled at identifying not only patterns of behaviour but their underlying causes as well as the creation of poisoned and toxic environments resulting from different treatment and favouritism, personal and grounds-based harassment, and other divisive and harmful behaviours undermining teams and individual rights to a safe, secure and welcoming environment.

WORK EXPERIENCE

Neutral Investigation and Restoration Services

Brainsell Consulting Inc. March
1996 - present

Assisting clients in large and smaller public and private organizations for over 20 years, addressing inter-personal conflict through Workplace Investigations to address harassment and bullying resulting in Complaints between identified Complainants and Respondents; and, where possible, avoiding potential conflict before it takes hold through proactive using non-confrontational methods including environmental assessments, mediation and training,

Labour Relations Consulting

Society of Energy Professionals
January 1999 – September 2004

Advice, guidance and support at all levels in the context of Union-Management relations, with a focus in Human Rights Complaint and Investigation matters.

SHARONA FREUDMANN LL.B
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Labour and Employment Advisor

Ontario Hydro
September 1996 – June 1998

Advice and guidance to Human Resource specialists to appropriately consider response to employee conflict issues including human rights (discrimination, harassment); unionized labour relations; and Corporate Policy violations.

Labour and Employment Lawyer

Baker & McKenzie
September 1991 – December 1994

Legal advice, guidance and client representation in Labour, Employment and Human Rights matters.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Osgoode Hall Continuing Legal Education: Recent attendance including • Advanced Certificate in Adjudication • Med-Arb: Efficiency or Justice Compromised • Certificate in Negotiation • Certificate in Adjudication for Administrative Agencies, Boards & Tribunals (December 11-15, 2017)

Workplace Fairness Institute: Workplace Fairness Assessment Certification Training (June 2019)

General Continuing Legal Education (1991 to present): • Regular attendance at legal conferences relevant to currency in human Rights, labour and employment law, and workplace dispute resolution methodologies. • Review of legal reports and texts on a regular and ongoing basis.

University of Ottawa – Faculty of Law (1986-1989): **LL. B** • Electives included all available courses in labour, employment & human rights

McGill University (1984-1986): Industrial Relations, BA Program (Economics and Management stream)

AFFILIATIONS & PROFESSIONAL MEMBERSHIPS

- Law Society of Ontario (member, ongoing since 1991)
- Alternative Dispute Resolution Institute of Ontario (member, 2019)
- Toronto Island community Association Executive (member, ongoing since 2017)

LANGUAGES

English
French (oral – basic conversational)