



PAUL GODIN - KATALYST RESOLUTIONS

Paul D. Godin is the owner and principal of Katalyst Resolutions. Based in Victoria, but operating across Canada and internationally, Paul is a lawyer, mediator, trainer, conflict coach, and investigator. Paul is one of the most experienced professional negotiation and dispute resolution trainers in the world. References are available on request.

Paul is also one of the most experienced sports mediators in the world, serving on the rosters of the Sport Dispute Resolution Centre of Canada, the Court of Arbitration for Sport, and FIFA. He has been mediating sports conflicts since 2007.

Mediation and Alternative Dispute Resolution Services

As a litigator, Paul appeared before the Ontario Courts, the Ontario Court of Appeal, and the Financial Services Commission of Ontario. Since 2001, he has focused full time on ADR, mediating disputes in Canada, the U.S.A., Europe, Caymans, and Bermuda in sports, insurance, banking, commercial contracts, agriculture, construction, environmental issues, trusts, personal injury, professional liability, and negligence.

He teaches sports law and ADR at the University of Victoria Law School.

Paul has qualified as a roster mediator with:

- The Court of Arbitration for Sport (Lausanne);
- The Sport Dispute Resolution Centre of Canada;
- FIFA;
- The Civil Roster of Mediate BC;
- Canadian Academy of Distinguished Neutrals;
- The Family Law Mediation Program of the Northwest Territories;
- The Ontario Mandatory Mediation Program–Toronto;
- A.A.N.D.C. (Aboriginal Issues- Pacific Region);
- The Ontario Energy Board;
- The Government of Nunavut;
- ICOM/WIPO Art and Cultural Heritage Mediation roster;
- The Trinidad & Tobago Mediation Board; and
- The Labrador Inuit Land Claims Agreement DR Board.

Paul is designated a Chartered Mediator by the ADR Institute of Canada. He has also been elected by his peers as a Distinguished Fellow of the International Academy of Mediators, and the Canadian Academy of Distinguished Neutrals. He has special expertise and experience in sports, insurance, personal injury, indigenous issues, commercial and construction contracts, labour relations, agriculture, family law, and mediates in a variety of other areas as well. Paul is on the Safeguarding roster of mediators for the SDRCC.

Paul has conducted one of the largest industry mediations in Canada, assisting parties in an historic restructuring process as part of a forward-looking approach to optimize value and minimize conflicts. He has also acted on numerous occasions as a negotiation or conflict consultant.

Paul was identified by peer review in Who's Who Legal: Canada as one of Canada's top commercial mediators in 2012, 2013, 2014, 2015, 2023, and 2024. "Paul Godin is a facilitative mediator "well versed" in helping parties analyse their goals and make informed decisions. Godin is "first rate" in insurance, professional liability, contract, employment and construction cases."

From 2009 to 2017, Paul acted as a banking ombuds investigator with ADR Chambers Banking Ombuds Office. He has also done a significant amount of conflict management system design work. Paul was also appointed by the SDRCC in 2018 to the SDRCC's Investigations Unit, that is focused on neutral investigations of complaints involving national level sports organizations.

While on the Canadian Bar Association's ADR Section Executive (and formerly on the Ontario Bar Association ADR executive), Paul played a significant role on legal task forces making recommendations on the Ontario Commercial Mediation Act, mandatory mediation rules, judicial mediation, employment law reform, insurance mediation, and youth violence.

Paul has also done a significant amount of conflict management system design work for organizations managing conflicts, including major contributions to the design and policies in relation to Safe Sport initiatives in Canada (including the Office of the Sport Integrity Commissioner).

Training

Paul has designed and led more than 500 courses on negotiation, mediation, and conflict management system design worldwide for organizations including BDO, Qantas, CBC, Scotiabank, TD Bank, Hill & Knowlton, General Dynamics, the Trade Union Congress of the Bahamas, Mattel, INCO, YUM Brands, the judiciary of Trinidad and Tobago, Alliance Atlantis, Ontario Power Generation, the Chartered Institute of Arbitrators, AECON, AECL, the UN, the governments of Canada, Australia, Bermuda, Ethiopia, St. Lucia, Trinidad & Tobago, provinces, cities, and others.

Paul has lectured in Negotiation and Alternative Dispute Resolution (ADR) at the U. of Toronto, U. of Oregon, and U. of Windsor Law Schools. He has also taught contracting principles to project and contract managers for major corporations, and is a pre-qualified vendor for multiple provinces. Paul has created workplace coaching models and taught workplace coaching on numerous occasions.

Paul received an LL.B. in 1995 from the University of Toronto Faculty of Law, where he was on the Dean's List and a scholarship holder. Prior to entering law, Paul obtained a B.A. (Anthropology) and a B.Sc. (Geology) with High Distinction from the University of Toronto (U of T), followed by two years of geology post-grad work at the U. of Southern California on a full 'National Science and Engineering Research Council 1967' Scholarship. At the U of T, Paul was the International Bar Association's Client Counseling Competition World Champion, an award-winning mooter, varsity water polo player, and represented the U of T in its inaugural year in the ABA Negotiation competition. Paul summered and articulated at Osler Hoskin & Harcourt in Toronto, and was called to the Ontario Bar

in 1997 with the litigation boutique of Rogers Moore, working in many areas of law.

Publications

Paul has written peer-reviewed papers and articles on the Charter of Rights and Freedoms, mediation, sports mediation, negotiation, and geology, including the book chapters, “Principles of Negotiation” and “A Practical Guide to Conflict Management System Design” in the LexisNexis *Alternative Dispute Resolution Practice Manual*, as well as “*Sport Mediation: Mediating High Performance Sports Disputes*” in Harvard’s **Negotiation Journal** (33:25-51 2017), and “La médiation des différends sportifs au Canada” in *Participer à la médiation* (2024). He is the Co-Editor of the ADR Institute of Canada’s Newsletter, *ADR Perspectives*.

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