

Colleen L. Dempsey

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Profile

Colleen combines her experience as a lawyer, a General Counsel, an adjudicator and a professor to provide principled alternative dispute resolution services with a keen awareness of the need for effective and efficient services that are alive to civility, efficacy and fiscally responsible decision-making. She has excellent 'horse trading' skills and an eye for the commercially reasonable. Colleen is willing to ask reality-testing questions that both challenge and engage all parties.

Experience

Principal, Dempsey ADR Services Inc., 2010 - Present
Alternative Dispute Resolution Services - Mediation, Arbitration, Neutral Evaluation & Facilitation. Expertise in corporate/commercial disputes, as well as technology, IT/IP, medical and employment law disputes. Experience in cross-cultural, university code of conduct and construction disputes.

Adjunct Associate Professor, Queen's University at Kingston, Faculty of Law 2018 - Present
As the instructor for Workplace Law (Law 203/703), introduces 70 - 100 students per term to the various legal regimes that regulate the workplace in Canada. Topics include common law rights, human rights, collective bargaining and the impact of globalization on work.

Returning Officer, Ryerson University, Toronto, ON 2018-Present
Responsible for conducting neutral, transparent and fair Board of Governors elections and referenda, as well as investigating and adjudicating complaints related thereto. Instituted policy changes to enhance existing EDI principles.

Consultant, Employment Law Counsel 2001 - Present
Advice provided to a group of companies, both domestic and international members, on employment law matters, including employment agreements, just cause, wrongful dismissal, and human rights.

Vice-Chair, Workplace Safety and Insurance Appeals Tribunal (WSIAT) 2005-2019
Adjudicating a range of appeals, from single issue matters to complex ones as a sitting Vice-Chair for one of Ontario's most respected tribunals. Rendered more than 100 written decisions arising out of appeals that ranged from a half day to thirteen days. Extensive experience with rules of evidence, medical matters, contested hearings, multiple parties, multiple witnesses, counsel, self-represented parties and translation services.

General Counsel, Spectra Securities Software, Toronto – 2000-2004

Provided corporate commercial, litigation and employment law counsel to a publicly reporting, multinational, financial software corporation and its New York and Australian subsidiaries. Continued as Canadian General Counsel after acquisition by Sanchez Computer Associates. Acted as Transitional Counsel after acquisition by Fidelity National Financial (Fortune 500).

Education	Queen's University at Kingston		
	Faculty of Law, LLB	1998	
	Faculty of Arts & Science, BA (Hons), Medial, Political Studies & History	1991	
Certifications	Harvard Law School, Program on Negotiation		
	Advanced Mediation: Mediating Complex Disputes	2021	
	Negotiation & Leadership: The Art of Saying No	2020	
	Negotiation & Leadership	2020	
	Mediating Disputes	2020	
		University of Windsor, Faculty of Law,	
		Executive Certificate in Conflict Management	2013
		Applied ADR Workshop	2013
		Negotiation Certification	2012
		Difficult Conversations Certificate	2012
		Dealing with Difficult People Workshop	2012
		Advanced ADR Certificate	2005
		ADR Certificate	2005
	S.O.A.R.		
	Effective Decision Writing Certification	2007	
	Certificate in Adjudication	2006	
Professional Affiliations/ Memberships	Member, Law Society of Ontario		
	Member, Canadian Bar Association		
	Member, The Advocates' Society		
	Member, ADR Institute of Canada		
	Member, ADR Institute of Ontario		
	Member, Silicon Valley Arbitration & Mediation Center		

Community Involvement	Chair, The Advocates' Society, Arbitration & Mediation Practice Group	2020-2021
	Vice-Chair, The Advocates' Society, Arbitration & Mediation Practice Group	2019-2020
	Secretary, The Advocates' Society, Arbitration & Mediation Practice Group	2018-2019
	Member-at-Large, The Advocates' Society, Arbitration & Mediation Practice Group	2017-2018
	Class Parent, The York School	2012 2021
	Chair, Board of Directors, Dance Umbrella of Ontario	2011-2021

References Available upon request