

Colleen L. Dempsey

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Profile

Colleen is a trained mediator. She completed intensive, advanced mediation and negotiation training with leading mediators and negotiators at Harvard Law School (Program on Negotiation), as well as completing advanced mediation training through the University of Windsor, Faculty of Law. Colleen completed commercial mediation training through the New York State Bar Association (NYSBA).

Colleen is a trained adjudicator. She completed intensive and comprehensive commercial arbitration training, domestic and International, with leading arbitrators through the New York State Bar Association. She also completed intensive and advanced adjudication and decision writing experience with the Society of Ontario Adjudicators and Regulators, and spend 14 years as a Vice-Chair adjudicating appeals. Colleen also completed comprehensive commercial arbitration training through the New York State Bar Association (NYSBA).

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, Toronto Metropolitan University, Toronto, ON 2019-Present
(Formerly Ryerson University)

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) 2005-2018

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 200 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

New York State Bar Association
Commercial Mediation Training 2022

New York State Bar Association
Comprehensive Commercial Arbitration Training for Arbitrators and Counsel 2022

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
Society of Ontario Adjudicators and Regulators (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
	Panel Member, Juris Mediation
Listed, Refer to Her	

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
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