



22nd Annual Fraud Conference Online Presentations include....



16-17 Nov 2020
via Zoom

Sponsored by:



“Investigating White Collar Crime in Canada”

- This presentation will cover the following subjects:
- a. Overview of White Collar & Business Crime In Canada;
 - b. The Role of Counsel during an Investigation;
 - c. The Charter Rights of corporate & individual suspects;
 - d. Hiring and the Role of a Forensic Investigator;
 - e. Establishing & Maintaining Privilege
 - f. Understanding the new Remediation Agreement (DPA) Regime



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Norm Keith practices labour, employment, human rights (LEHR), regulatory, environmental, anti-corruption, business crime and constitutional litigation. He is a trusted advisor to corporate boards, executives and senior managers regarding people and culture risk management.

Norm's LEHR practice includes advising on executive employment contracts, restrictive covenants, LEHR policy and procedure development and enforcement, employee discipline, workers compensation claim management, ESA enforcement, and LEHR risk management. He represents as employers in wrongful dismissal, workplace fraud recovery, whistle-blower, human rights, labour arbitrations, workplace safety, WSIB appeals and fiduciary duty litigation.

Norm is the leading Occupational Health and Safety ("OHS") lawyer in Canada. He has successfully defended more than 1,000 health & safety, environmental and workers' compensation administrative, regulatory and criminal cases. Norm has written many of the leading books in his field, including *Canadian Health and Safety Law*, *Canadian Emergency Management and Response Manual*, and *Workplace Health and Safety Crimes* (3rd ed.). He was the first lawyer in Canada to achieve the Canadian Registered Safety Professional ("CRSP") designation. He is also the longest serving Judge in Thomson Reuters' prestigious Canada's Safest Employers recognition and award.

Norm advises and represents organizations and executives in government investigations, white collar and business crime defence. He was appellate counsel on *R. v Karigar*, the first trial of an individual prosecuted under the *CFPOA*. He is on the White Collar Crime Committee of the ABA and a regular speaker at the ABA's annual White Collar Crime Institute. He is a member of the IBA's White Collar and Business Crimes Committee and an IBA Section Website Officer for the Business Crimes committee. He is a member of the CBA's Anti-Corruption Committee and participated in the submissions to the PPSC regarding Canada's new DPA regime known as Remediation Agreements. Norm has authored *Corporate Crime, Accountability and Social Responsibility in Canada* (2nd ed.), *Insider Trading in Canada* (2nd ed.) and *Canadian Anti-Corruption Law and Compliance* (2nd ed.) and published numerous related articles and peer review journal articles. Norm is also the editor-in-chief of the firm's White Collar blog: www.whitecollarpost.com.

Norm has extensive experience in advising and representing organizations in matters involving alcohol & drugs in the workplace, harassment, sexual harassment, and violence in the workplace. He has written a leading text in these areas: *Human Resources Guide to Preventing Workplace Violence* (2nd ed.) and *Alcohol & Drugs in the Canadian Workplace* (2nd ed.).

Norm has completed 5 Ironman distance triathlons, run the New York, Chicago, Toronto and Hamilton marathons and rides in the annual Ride to Conquer Cancer for cancer research at Princess Margaret Hospital. He has served on numerous charitable boards and most recently was on the board of the Institute of Corporate directors – GTA West.