

Me Julie Duranceau

Mediator and Investigator Conflict Prevention and Resolution Consultant

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PROFILE

Bilingual mediator and investigator, member of the Quebec Bar since 2001, with an expertise in labor relations, harassment in the workplace and sport law. My key competencies include :

- Conflict prevention and resolution
- Investigation and drafting of investigation report
- Drafting of policies and procedures
- Analysis of needs and requirements
- Working out strategies and solutions
- Guiding clients through a responsible and conclusive procedure
- Allowing an issue to evolve and reach a concrete solution

PROFESSIONAL EXPERIENCES

Mediator, Investigator and Conflict Management Consultant

Since 2005

Consultant for investigation, mediation and conflict management.

Roles and Responsibilities

- Supervise mediation meetings between corporations or individuals in order to put an end to a judicial proceeding or any issue and therefore allow a recovery of business relations, personal relations or the pursuit of the practice of a sport or activity
- Conduct investigations et draft reports following complaints of harassment in the workplace
- Analyze a conflict in the workplace and suggest a resolution process
- Advise organizations in the drafting of internal rules and policies related to conflict management
- Conduct fact finding investigation process following allegations, draft reports compiling the information collected and recommend ways to address the issues raised throughout the process

Clients have included:

- Numerous Cegeps and Universities
- Town of Montreal
- Sport Dispute Resolution Centre of Canada (SDRCC)
- Hydro-Québec
- Via Rail Canada
- Centre intégré de santé et de services sociaux de Lanaudière (CISSS Lanaudière)

Laval University – Ombudsman Office

Winter 2007

Assistant to the Ombudsman

Assisted the ombudsman in managing cases, including: participate in meetings with members of the university community, evaluate requests for intervention, investigate when necessary and respond to the requests, all in confidentiality and under the supervision of the ombudsman.

Achievements

- Reviewed the files and responded to the requests for intervention which had been pending for many months
- Scheduled meetings with individuals in a dead end situation in order to listen to them, to better understand their needs and to guide them towards the appropriate resources, or to offer them the support required to make their case evolve.
- Conducted legal research and drafted memorandum related to confidentiality, access to information and internal regulations regarding the Ombudsman office.

Sport Dispute Resolution Centre of Canada (SDRCC)

2002-2006

***Resolution Facilitator
Coordinator of the Resources Centre***

Conducted the facilitation/mediation process between members of the sport community. Coordinated the development of the education and prevention branch of the Sport Dispute Resolution Centre of Canada, including the mandate to educate, inform and give guidance to the Canadian sport community as a means to averting disputes.

Achievements

- Conducted the mediation process often involving multiple members of the Canadian sport community and related to different issues such as doping infraction by an athlete, selection of a coach on a national team, interpretation of rules and regulations of national sport organizations, harassment, and television broadcasting contracts.
- Drafted internal appeal policies as well as code of procedures with regard to arbitration and mediation, “best practices” guidebooks and templates of contracts designed for the Canadian sport organizations, to help them prevent and resolve disputes effectively and in respect of the rules of justice.
- Made presentations to inform and guide the members of the Canadian sport community about prevention and resolution of conflicts.
- Wrote articles and columns in national and international publications regarding prevention and resolution of conflicts.

Stikeman Elliott

1997-2002

***Lawyer
Stagiaire - Student***

Met with clients, drafted legal opinions and proceedings, prepared and conducted examinations and legal research, and represented clients before civil courts and in arbitration and mediation proceedings.

ACADEMIC BACKGROUND

Quebec Bar School	1998-1999
Bachelor Degree in Civil Law <i>Laval University</i>	1995-1998
Diploma of Collegial Studies (DSC) International Bachelor Degree in History (I.B. – History) <i>Jean-de-Brébeuf College</i>	1993-1995

CONTINUING EDUCATION

Mediating Workplace Harassment Complaints <i>Quebec Bar</i>	2010
Psychological Harassment in the Workplace <i>Quebec Bar</i>	2009
Family Mediation <i>Quebec Bar</i>	2006-2007
Certificate in Alternative Dispute Resolution (ADR) <i>Windsor University (ADR Chambers)</i>	2005
Commercial, Civil and Labour Mediation <i>Quebec Bar</i>	2005

PUBLICATIONS AND DISTINCTIONS

Certified Mediator with the Court of Arbitration for Sport (CAS)	Since 2017
Certified Mediator with the <i>Service franco-québécois de médiation</i>	Since 2010
Certified Mediator with the Quebec Institute of Mediation and Arbitration (IMAQ)	Since 2009
Certified Mediator with the SDRCC	Since 2008
<i>La médiation dans le sport amateur au Canada</i> , Non-Violence Actualité, No 289 – Nov/Dec 2006, ISSN 0295-4141, Montargis Cedex, p. 19	2006
Guest Speaker for the Master's Program in administration at <i>John Molson School of Business</i> , Concordia University	2006
Chair of the Appeal Committee of the Réseau du Sport Étudiants du Québec (RSEQ)	2006 – 2010
Certified Mediator with the Quebec Bar	Since 2005
Le Centre de règlement des différends sportifs du Canada et sa procédure de médiation, <i>Médiations & Sociétés</i> , No 9-December 2004 Armédis Ed., Paris, p.21	2004
Assistant to the Ad hoc division of the Court of Arbitration for Sport (CAS) for the Athens Olympic Games	2004
Director of Legal Affairs for Triathlon Québec	2001-2003
Speaker, General and National Reporter for the sport law report and seminar at the Annual Congress of the International Association of Young Lawyers	2001-2002
Recipient of the Pierre-Basile Mignault Award (Pleading contest)	1997