

KATHRYN A. RAYMOND

As an arbitrator, adjudicator and mediator, Kathryn Raymond resolves workplace disputes. Her ADR practice includes labour relations arbitration, including as a member of the Nova Scotia Minister of Labour's List of Arbitrators. Kathryn adjudicates labour standards, labour relations and occupational health & safety disputes as a Vice Chair of the Labour Board. She hears complaints of alleged discrimination through appointment as a Nova Scotia Human Rights Board of Inquiry and appeals as an *Education Act* Board of Appeal. Her experience includes the arbitration of insurance disputes and tax assessment adjudication. Kathryn's mediation practice includes the resolution of harassment and bullying complaints in the workplace.

Kathryn also has extensive experience as neutral counsel to adjudicative and investigative tribunals in a professional regulation and healthcare context, including medical staff privileges litigation. Her experience as neutral counsel to tribunals includes enabling effective adjudicative decision-making, education and training of tribunals, procedural advice during hearings, policy development and procedural design.

Kathryn's experience as a neutral is founded upon almost 30 years of experience as an advocate, having practiced law in both Toronto and Halifax.

Kathryn has been consulted by government and stake holders respecting the development of policy and ADR and concerning the drafting of a number of statutes. Kathryn has been invited to lecture on over 65 occasions on topics which include improving dispute resolution, procedural fairness, administrative law, employment/labour law, human rights and health law. In 2009, Kathryn was recognized by LawDay as one of Canada's Top Health Law Lawyers.

Services include mediation, arbitration, mediation/arbitration (med-arb), neutral case evaluation, fact-finding, ombuds processes, mini-trials and private final appeals in civil disputes. Kathryn offers related dispute systems design, policy development, training & education for tribunals and conflict management services.