



Sexual Misconduct + Harassment

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Overview

When your organization faces allegations of harassment or sexual misconduct, you need a professional advisor which has a depth of experience helping organizations navigate these significant challenges and risks. When Field Law is retained by an organization, we offer strategic advice designed to manage risk to the organization and provide a fair process to all participants. If we are asked to conduct or oversee investigations, then our reputation for neutrality and our experience with complex, high-stakes investigations helps build confidence in the investigative process.

Field Law helps organizations in both the public and private sector with the following services:

PREVENTATIVE

- Reviewing and updating harassment, bullying and whistle-blower policies
- Training on conducting workplace investigations, and
- Assisting HR professionals and leadership teams develop organizational responses to allegations.

RESPONSIVE

- Conducting investigations
- Providing oversight of investigations being conducted by employers or third-parties
- Comprehensive advice on investigations, employment law, labour law, human rights, disclosure/privacy and insurance issues arising from allegations, and
- Taking a multi-disciplinary approach and provide referrals to communications/PR and crisis management advisors, investigators, and safe disclosure consultants.

Field Law can help your organization be ready. To discuss how Field Law can help you with training or navigating sexual misconduct and harassment investigations, please contact [Kelly Nicholson](#) in Calgary or [Joël Michaud](#) in Edmonton and Yellowknife.

Experience

Peterson v. The Canadian Brewhouse and another, 2019 , BCHRT 259

Industries

Cannabis
Construction
Education
Emerging Technology
Energy + Environment
Health
Northern Canada
Professional Regulatory

Services

Labour + Employment
Employment
Labour
Occupational Health + Safety
Workplace Human Rights
Privacy + Data Management

People

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News + Views + Events

June 21, 2021

[Harassment, Discrimination + Violence in the Workplace: Legal Considerations for ASBA Members](#)

September 2020 - 2 min read

[Workplace Bullies: An Employer's Duty to Respond](#)

October 2019

[Get With the Times! The Alberta Court of Appeal Weighs in on Sexual Harassment in the Workplace](#)

September 26, 2019

[Must Have Policies for Employers: Why, What + How](#)

August 2018

[“Clearly Separate”: Workplace Sexual Misconduct Not Captured by Employment Release](#)