

**Me Julie Duranceau**  
**Mediator & Investigator**  
**Conflict Prevention and Resolution Consultant**

1887 chemin Du Tremblay, Suite 220, Longueuil (Qc) J4N 1A4

Phone : 450.905.1228 Fax : 450.442.2092

[jd@duranceaumediation.com](mailto:jd@duranceaumediation.com)

[www.duranceaumediation.com](http://www.duranceaumediation.com)

**PROFILE**

Bilingual mediator and investigator, member of the Quebec Bar since 2001, with an expertise in labor relations and harassment in the workplace, in sport law, in family law, as well as civil and commercial matters. 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 in the implementation of the strategies and solutions
- Facilitating the comprehension and appropriation of the conflict resolution procedures
- 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 or personal relations
- Conduct investigations et draft reports following complaints of harassment in the workplace
- Chair appeal committees and draft decisions in sport and education related disputes such as the eligibility of a student to join a sport team
- 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

*Clients have included:*

- Via Rail Canada
- Uni-Sélect Canada
- Mouvement Desjardins
- Université du Québec à Trois-Rivières (UQTR)
- Hydro-Quebec

***Assistant to the Ombudsman***

Assist the ombudsman in managing the 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 who were 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

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 different national and international publications regarding prevention and resolution of conflicts within the Canadian sport field.

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

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

## CONTINUING EDUCATION

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

## PUBLICATIONS AND DISTINCTIONS

Accredited Mediator with the <i>Service franco-québécois de médiation</i>	Since 2010
Accredited Mediator with the Quebec Institute of Mediation and Arbitration	Since 2009
Accredited Mediator with the Sport Dispute Resolution Centre of Canada	Since 2008
<i>La médiation dans le sport amateur au Canada, Non-Violence Actualité</i> No 289 – Nov/Dec 2006, ISSN 0295-4141, Montargis Cedex, p.19	December 2006
Guest Speaker for the Master's Program in Administration at John Molson School of Business, Concordia University	Fall 2006
Chair of the Appeal Committee of the <i>Réseau du sport étudiant</i> <i>du Québec</i>	Since 2006
Accredited Mediator with the Quebec Bar	Since 2005
<i>Le Centre de règlement des différends sportifs du Canada et sa</i> <i>procédure de médiation</i> , Médiations & Sociétés No 9-December 2004 Armédis Ed., Paris, p.21	December 2004
Assistant to the Ad hoc division of the Court of Arbitration for Sport for the Athens Olympic Games	August 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 <i>Young Lawyers</i>	2001-2002
Recipient of the Pierre-Basile-Mignault Award (pleading contest)	1997