

**Professional Biography**  
**STEVEN C. GAON, B.A., J.D., C. Med.**

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**EDUCATION AND QUALIFICATIONS**

2008 – Chartered Mediator designation - ADR Institute of Canada  
2007 – Arbitrator Certification under the amended *Arbitration Act*  
2006 – Collaborative Family Law Certification  
2001 – Advanced Mediation Certification, Osgoode Hall / Law Society of Upper Canada  
2001 – Mediation Certification, University of Windsor / Stitt, Feld, Handy & Houston  
1998 to 2002 – Adjudication training provided by Human Resources Development Canada  
1989 – Ontario Bar Admissions - Called to the Bar of Ontario  
1987 – J.D. (LL.B.), University of Ottawa  
1984 – B.A., Concordia University

**PROFESSIONAL OVERVIEW**

Mr. Gaon is a bilingual lawyer with an extensive legal background, primarily as a civil and family law litigator, but also with a blend of regulatory law, provincial offences and solicitor's work, including corporate-commercial law, real estate and wills and estates. He has managed a wide range of transactions and represented clients at numerous trials, hearings and appeals before a variety of courts and tribunals.

Mr. Gaon has become a recognized expert in alternative dispute resolution ("ADR"), acting as mediator, arbitrator, investigator and adjudicator. He founded his dispute resolution organization, ADR Ottawa, in 2005, providing an array of ADR services. He has mediated more than 1500 cases in the Ontario Attorney General's Mandatory Mediation Program. He is a panel mediator in the Sport Dispute Resolution Centre of Canada's panel of Mediators and Arbitrators, handling national-level sport disputes. Mr. Gaon has also provided mediation services and training for the Ottawa Police Service, administering a program dealing with civilian complaints and internal police disputes. In 2008, Mr. Gaon was awarded a Chartered Mediator designation by the ADR Institute of Canada.

Mr. Gaon is a highly experienced and trusted workplace investigator, specializing in investigation and fact-finding in relation to alleged misconduct, harassment, regulatory violations, breach of ethics and workplace conflict.

Mr. Gaon also has expertise and experience as an educator in the fields of law, mediation and administrative investigation.

Since 2009, Mr. Gaon has served as an elected member of the Board of Trustees of the County of Carleton Law Association (CCLA). He was appointed Secretary 2012, Treasurer in 2013 and is currently the CCLA Vice-President.

## AREAS OF EXPERTISE

### Mediation, arbitration and facilitation

- employment law and workplace conflict
- personal injury, disability cases and all other insurance-related matters
- corporate and commercial disputes
- professional malpractice: including medical, dental, legal and financial services
- real estate-related disputes: including construction matters and leasing
- family law: property valuation and division, support and parenting issues
- wills/estate disputes and testamentary issues
- sport disputes: including national team selection, carding (funding) and doping matters
- policing: internal and external conflicts involving police officers
- environmental matters involving commercial and residential landowners, as well as national organizations such as TransCanada and Natural Resources Canada

### Investigation

Mr. Gaon has performed numerous investigations within federal government departments and agencies, Canadian military bases, private-sector organizations and major educational institutions. He specializes in human rights legislation and in policies designed to prevent harassment and discrimination. Mr. Gaon has investigated many other forms of misconduct, including alleged breach of ethics, privacy, security and other professional obligations. He has investigated individuals at every level, up to and including the Assistant Deputy Minister level, senior military personnel and major Governor-in-Council appointees.

### Adjudication

Mr. Gaon was appointed Chair of the federal Employment Insurance Board of Referees in 1998 by Order-in-Council, where he adjudicated upon *Employment Insurance Act* appeals. He presided over more than 1,000 hearings in English and French from 1998 to 2002. As Chair, it was Mr. Gaon's responsibility to preside over the 3-member appeal panel, provide fair, impartial and effective hearings for appellants, seek consensus between Board members, deal with all hearing-related procedural matters and write all the Board's decisions (which were subject to appeal to a single judge of the Federal Court of Canada).

### Administrative law, privacy and regulatory compliance

Mr. Gaon has acted as general counsel and advisor to a Board of Arbitration hearing cross-border commercial disputes; conciliated disputes under the *National Energy Board Act*; and advised clients on a variety of administrative law and regulatory matters. He has also acted as counsel for a national industry organization, advising on compliance with the *Personal Information Protection and Electronic Documents Act*.

## BRIEF EMPLOYMENT HISTORY

2005-present	Founder and principal of ADR Ottawa
1998-2005	Civil and family litigation lawyer (including a solicitor's practice) – Goldberg, Kronick & Stroud (Ottawa, Ontario)
1996-1998	Public Policy Advisor – Gowlings (Ottawa, Ontario)
1995	Chief Consultant retained by United Nations Association of Canada, responsible for key aspects of the state visit of United Nations Secretary-General Boutros Boutros-Ghali
1994-1995	Chief of Staff to the Speaker of the House of Commons
1990-1993	Civil and family litigation lawyer – Bulger, Young (Ottawa, Ontario)
1989-1990	Civil litigation lawyer – Canadian Pacific (Toronto, Ontario)

## PROFESSIONAL AFFILIATIONS

- Law Society of Upper Canada
- County of Carleton Law Association
- ADR Institute of Canada
- ADR Institute of Ontario
- Canadian Bar Association

## VOLUNTEER ACTIVITIES

Mr. Gaon's *pro bono* activities include:

- CCLA Vice-President (2014); member of the Executive Committee since 2012 (first elected to the Board of Trustees in 2009)
- ADR Institute of Canada – member of Qualified Mediator ("Q. Med.") Selection Committee since 2010; formerly a member of Government Relations Committee
- Executive Member, Canadian Bar Association, ADR Section (elected 2007-2008)
- Seminar instructor Faculty of Law, University of Ottawa (workplace investigation) (2004)
- Mediation coach and mentor to Common Law students, Faculty of Law, University of Ottawa (2003-present); providing job shadowing and mentoring for law students
- Director, Board of Directors, Kidney Foundation of Canada, Eastern Ontario (1997-1999)
- Director & Legal Counsel, Canada 125 Committee, United Way (1992)

## PUBLIC PRESENTATIONS AND TEACHING

Mr. Gaon is regularly called upon to deliver educational presentations to private and public institutions on legal matters, dispute resolution and administrative investigation, including:

- Infonex Conference "Conducting Regulatory Investigations" – Ottawa, September 23, 2014 – *Procedural Fairness in Administrative Investigations* ([www.infonex.ca/1128/dayone.shtml](http://www.infonex.ca/1128/dayone.shtml)). [Also presented in September 2013]
- Expert witness before House of Commons Standing Committee on the Status of Women (examining sexual harassment in federal workplaces) – Ottawa, October 23, 2012 ([parlvu.parl.gc.ca/Parlvu/TimeBandit/PowerBrowser.aspx?ContentEntityId=9518&EssenceFormatID=848](http://parlvu.parl.gc.ca/Parlvu/TimeBandit/PowerBrowser.aspx?ContentEntityId=9518&EssenceFormatID=848))
- ADR Institute of Canada Annual Conference – Halifax, October 26, 2012 – *Workplace Investigations: Where They Go Wrong and How to Make Them Right* ([www.adrcanada.ca/media/2012Conference\\_Brochure\\_and\\_Registration\\_FormFinal.pdf](http://www.adrcanada.ca/media/2012Conference_Brochure_and_Registration_FormFinal.pdf))
- Infonex Conference "Conducting Regulatory Investigations" – Ottawa, September 27, 2012 – *An Investigator's Guide: Standing up to Scrutiny* ([www.infonex.ca/1030/dayone.shtml](http://www.infonex.ca/1030/dayone.shtml)). [Also presented in September 2011]
- Part-time Law Professor (winter semester 2012), St. Paul University, Ottawa
- Presentation to Health Canada – Ottawa, October 7, 2009 – *ADR and Accommodation in the Workplace*
- Presentations to Judges delegations from China (in 2007 and 2009) and Serbia (in 2009) on the Ontario Mandatory Mediation Program
- Expert witness at the Cornwall Public Inquiry – *Confidentiality in Civil Settlements* – Cornwall, December 4, 2008 ([www.attorneygeneral.jus.gov.on.ca/inquiries/cornwall/en/media/advisory/pdf/ma\\_dec1\\_08\\_en.pdf](http://www.attorneygeneral.jus.gov.on.ca/inquiries/cornwall/en/media/advisory/pdf/ma_dec1_08_en.pdf))