

CURRICULUM VITAE

Janice D. Johnston
8 Chiltern Hill Road
Toronto, Ontario M6C 3B3
Tel & Fax: (416) 656-1761
E-mail: janicejohnston@sympatico.ca

I received my LLB from the University of Western Ontario and after articling started my legal career as in-house counsel. I practised employment and labour law on the employer side (as opposed to representing trade unions). When an opportunity to become a neutral Vice-Chair at the Ontario Labour Relations Board came up, I was delighted to make the move. It was during my nine years as a Vice-Chair that I sharpened my adjudicative skills and my decision-writing abilities. I also had the opportunity to mediate complex cases on a regular basis.

I left the Board to become a full-time labour/employment law mediator and arbitrator. I have also done Human Rights investigations and regularly deal with cases that raise issues of discrimination and harassment in the workplace. I have been self-employed doing this work for twenty years. I receive consensual appointments from a variety of public and private sector parties. I would estimate that the parties, with my assistance, settle eighty per cent of the cases I deal with.

I therefore bring to the SDRCC my 30 years of experience as a successful mediator/arbitrator. Although the issues are different, many of the dynamics between an individual athlete/coach and a sport federation are similar to those between an employee and his/her employer. Often the parties have had a relationship spanning many years and will continue to do so after the particular dispute is resolved. Therefore, it is important to assist the parties to resolve the dispute in a manner that will enhance their ongoing relationship. In the event we cannot settle or I am selected by the parties to arbitrate a dispute, I bring a fair and open mind to every case. I write decisions that are easy to read and deal with the issues in a way intended to facilitate the ability of the parties to continue to work together. Three examples of decisions I have written for the SDRCC are: File No: 18-0360 *Nosworthy et al v. Taekwondo Canada*; File No: 16-0291 *Smirnova v. Skate Canada*; and File No: DAT 19-0014 *Borsa v. Canadian Centre For Ethics In Sport*.

I have also been a competitive athlete my whole life. I currently play ice hockey and tennis and am an avid cyclist. I played varsity basketball while attending university. I have extensive coaching experience in basketball, hockey and soccer. I coached at the Rep level for twenty-three years. I understand and enjoy dealing with the issues in sport that arise at the SDRCC and working with the parties to resolve them whenever possible.