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# Cayley Jane Thomas

**Barrister & Solicitor  
Arbitrator / Mediator**

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Cayley Thomas has experience as legal counsel for both the territorial and federal governments, and has served as the territorial Director of Official Languages, Director of Court Services and the Director of Policy and Planning for the Department of Justice. Since opening her own legal practice in 2006, much of her work has focused on administrative law, mediation, arbitration, and workplace investigations. Her clients have included government departments, agencies, crown corporations, statutory officers, municipal governments, private employers & unions, sport organizations and clubs, aboriginal organizations, regulatory bodies and non-profit associations.

## **Education - Formal training as a lawyer, arbitrator and mediator:**

Professional LL.M (specializing in ADR) – Osgoode Hall Law School, York University (2013)

LL.B. – University of Ottawa (1988)

B.A. – University of Western Ontario – Huron College (1984)

*Certificate Program in Arbitration* – Alberta Arbitration and Mediation Society (2007)

*Certificate Program in Conflict Management* – Alberta Arbitration and Mediation Society (completed course work in 2009)

## **Professional Affiliations & Appointments:**

Law Society of the NWT (1989 - present)

- President – 2012
- Secretary – 2011
- Past Chair of Ethics Committee and Member of Discipline Committee

ADR Institute of Canada (2008 – present)

- Member (also member of ADR Atlantic Institute, 2013 – present)

NWT and Nunavut Workers' Compensation Appeal Tribunal (2008 - present)

Sport Dispute Resolution Centre of Canada (2010 - present)

- Member of roster of Arbitrators, Mediators and Med/Arbs (2010-2014)
- Member of roster of Mediators (present)

Gwich'in Arbitration Panel (2012- present)

- Chairperson - 2014-15

Tli?cho Agreement - Dispute Resolution Roster (present)

- Member of roster of mediators

Department of Justice, Family Mediation Program (2009 – present)

- Member of roster of Family Law Mediators

Sport North Federation – ADR program (2008 – present)

- Member of roster of sport mediators
- Contract arbitrator of disputes

## **Services Provided by Cayley Thomas**

### Workplace / organizational Conflict Resolution Services

- Investigations
- Assessments
- Mediations
- Group facilitations and team building

### Arbitration

- Professional or workplace discipline
- Sports - team selection, discipline
- Contracts
- Aboriginal land claims implementation

### Mediation

- Sports conflicts
- Family law
- Human rights complaints
- Aboriginal land claims implementation
- Civil litigation

### Facilitations / Workshops

- Understanding how Conflict Evolves
- Benefits of Alternative and Early Dispute Resolution Processes
- Fairness in the Decision Making Process
- Workplace Harassment & Bullying

### Conflict Management Systems Design

- Sports organizations
- Employers
- Non-profits