



ADR Institute of Ontario



WORKPLACE FAIRNESS
INTERNATIONAL

Advanced Workplace Restoration and Workplace Fairness Assessments

✓ **Subject Matter Expertise**

Understand how workplace culture and conflict work.

✓ **Effective Application**

Learn how to turn around a workplace in crisis and improve workplace health.

✓ **Expansive Credibility**

Get Recognition from ADRIO and WFI.



In response to continued demand, enrollment for the **Summer 2026** offering is officially open. Capacity is capped at 20 seats to preserve the program's high-quality design. Reserve your spot while availability remains.

Part 1: July 6-10, 12:00pm – 4:30pm ET (ONLINE) | **Part 2:** July 20-24, 12:00pm – 4:30pm ET (ONLINE)

Opportunities in workplace mediation and workplace restoration are flourishing. This program will equip you with the tools you need to effectively meet the demand. Taken and recommended by dispute resolution and human resources leaders from diverse professional backgrounds within public and private sectors, this is by far our most popular program for good reasons! It is timely, incredibly interactive, and jam packed with information and resources that you can apply right away.

This program constitutes an advanced two-part seminar, covering workplace assessments and restorations. We take a look at workplaces from a broad and proactive perspective and provide you with two important workplace assessment models:

- ✓ Fairness Assessments; and
- ✓ Health Assessments



Instructor:

Blaine Donais

LLB, LLM, C. Med, Q. Arb, PHSA, WFA

Lawyer, mediator, arbitrator, investigator leading expert in workplace restoration and proactive approaches to workplace health.

Read more on the next page.

[Even More Value Added!] In addition to the live synchronous seminars with instructions and feedback by industry expert, Blaine Donais, the Summer 2026 cohort will get a complimentary one-year subscription to the fully integrated Workplace Restoration and Workplace Fairness Online Learning Hubs, as well as enrolment into the WFI community of practice, to stay ahead of all workplace conflict management trends.

This program has evolved rapidly to consider a trauma-informed approach and an intersectionality lens to workplace restoration and assessments, containing even more resources from the main instructor and guest subject matter experts!

"I highly recommend this course! Blaine is an engaging teacher and facilitator, and he does not disappoint. The course is content rich with practical strategies and tactics that can be applied to your practice. In contrast to other courses I've taken where the learning has dropped off, I continue to use material from this course that I took in 2019. This is particularly true for the information on Workplace Restoration which is a growing area of my practice."

- Debbie Kassirer MSW, MBA, Q.Med, WFA

Register: www.adr-ontario.ca/workplace2026

Limited to 20 seats. Register early to guarantee your spot!

Part 1

Advanced Workplace Assessments

July 6-10

- ✓ Understanding Workplace Conflict and Culture
- ✓ WFI Workplace Fairness Analysis
- ✓ Implementing a Fairness Plan into your Workplace
- ✓ Workplace Health Assessment
- ✓ Violence and Harassment Risk Assessment

Part 2

Advanced Workplace Restoration

July 20-24

- ✓ Preparing Yourself for Restorative Practice
- ✓ The Elements of Workplace Restoration
- ✓ The WFI Workplace Restoration Model
- ✓ Restoration in Action
- ✓ Articulating the Value Proposition

You can choose to take parts 1 and 2 separately or choose to take both parts as a discounted package. After completing parts 1 and 2, you will become certified as a Workplace Fairness Analyst (WFA) and would have satisfied the 40 hours of advanced training that is required for the Qualified or Chartered Mediator designation.

“I was highly impressed with the comprehensive content of the course and the quality of the instruction delivered. This course exceeded my expectations...Since then, more than 40 conflict and complaint specialists within my team have received the certification.”

- Alain Gauthier, Director-General Conflict and Complaint Resolution,
Department of National Defence

Registration

	Part 1 Only Workplace Assessments	Part 2 Only Workplace Restorations	Full Package (Parts 1 and 2)
ADRIO Member	\$1799	\$1799	\$3299
ADRIC Member	\$1899	\$1899	\$3399
Non- Members	\$1999	\$1999	\$3499

In 2026, this program has been upgraded with even more resources from the main instructor and guest subject matter experts! Plus, in addition to the live synchronous seminars, all participants will get a one-year complimentary subscription to the asynchronous workplace restoration and assessments resource hubs as well as enrolment in the WFI community of practice.

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