



Tonie Beharrell

PROFESSIONAL EXPERIENCE

SOUTHERN BUTLER PRICE LLP

– **Lawyer, Arbitrator, Investigator, and Mediator** (2021 to present)
North Vancouver, British Columbia

- Conducts assessments of workplace environments with a view to providing analysis and recommendations on improvement of workplace conditions
- Investigates allegations of workplace misconduct including sexual harassment, conflicts of interest, bullying and harassment, and/or misappropriation
- Reports to employers on the outcome of investigations and provides advice and recommendations on the application or implementation of workplace policy
- Conducts mediations using a variety of forms of dispute resolution
- Assists parties in resolving grievances under collective agreements
- Provides training to clients relating to investigations, legislation, and other relevant issues

HEALTH SCIENCES ASSOCIATION OF BRITISH COLUMBIA

– **Membership Services Coordinator, Legal Department** (2014 to 2021)
Vancouver, British Columbia

- Worked in the union context and supervised a legal department of six to ten employees
- Assessed and assigned files and managed a complex caseload
- Provided supervision and support to internal counsel and administrative staff
- Communicated with, coordinated, and provided direction to external counsel
- Participated in strategic planning initiatives and implementation of strategic vision
- Appeared before labour arbitrators, administrative tribunals, and all levels of court, up to and including the Supreme Court of Canada
- Provided support for collective bargaining and for sectoral bargaining associations

HEALTH SCIENCES ASSOCIATION OF BRITISH COLUMBIA

– **Legal Counsel** (2012 to 2014)
Vancouver, British Columbia

- In-house legal counsel for a health sector union
- Practice focused on labour, human rights, and administrative law
- Appeared before labour arbitrators, administrative tribunals, and courts

BRITISH COLUMBIA HUMAN RIGHTS TRIBUNAL


– **Tribunal Member** (2003 to 2012)
Vancouver, British Columbia


- Heard and decided complaints of discrimination under the *BC Human Rights Code*
- Analyzed complex factual and legal issues
- Wrote reasons for decision and decided preliminary applications on procedural and other matters



Tonie Beharrell,
LL.B., B.A.
Barrister and Solicitor

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EXPERIENCE

Investigation 

Mediation 

Training 

Arbitration 

CALLED TO THE BAR

British Columbia, 1998

CURRENT MEMBERSHIPS

Law Society of British Columbia
Canadian Bar Association,
BC Branch
BC Council of Administrative
Tribunals

- Conducted hearings ranging from one day to several weeks in length
- Case-managed complex complaints
- Mediated complaints using a variety of forms of dispute resolution, including interest-based mediation

HEENAN BLAIKIE

– Articled Student and Associate Lawyer (1992 to 2002)

Vancouver, British Columbia

- Practiced in the areas of labour, human rights, administrative law, constitutional law, employment law, and general civil litigation
- Provided advice to public and private sector clients (both provincially and federally regulated) on all areas of workplace law, including labour union/management, non-union matters, wrongful dismissal, employment standards, human rights, workers' compensation, and employment policy development
- Appeared before courts and a range of administrative tribunals

EDUCATION

- University of British Columbia, Faculty of Law, Bachelor of Laws (1997)
- Simon Fraser University, Bachelor of Arts, Major in Political Science (1994)

TRAINING

- Mediation and Conflict Management, Harvard Law School Executive Education (2022)

AWARDS

- British Columbia Council of Administrative Tribunals Recognition Award for Exceptional Service to the Administrative Justice Community in BC (2021)

PROFESSIONAL ACTIVITIES

Collective Agreement Arbitration Bureau

- Arbitrator, Register of Arbitrators (2023 to present)

Continuing Legal Education Society of BC

- Member, Human Rights Advisory Committee (2019 to present)

Canadian Bar Association, BC Branch

- Legislative Liaison, Workplace Investigation Section (2019 to present)
- Member, Bar Talk Editorial Committee (2018 to present)
- Member, Advisory Committee to the Judicial Council of BC (2016 to 2020)
- Member, Equality and Diversity Committee (2017 to 2020)
- Member, Legislation and Law Reform Committee (2017 to 2020)

British Columbia Council of Administrative Tribunals

- Course Coordinator, Decision Writing Workshop (2019 to present)
- Course Development Committee and Instructor, Inclusive Adjudication and Understanding Bias (2019 to present)
- Instructor, Administrative Justice for Decision Makers, Decision Writing Workshop, and Advanced Hearing Skills (2010 to present)
- Course Coordinator, Administrative Justice for Decision Makers (2009 to present)
- Member, Education Committee (2009 to present)



Softball BC

- Member, Ethics and Discipline Committee (2017 to present)

SPEAKING ENGAGEMENTS AND PUBLICATIONS

2024 – Co-Panelist of “Making a Fair Assessment: Evaluating credibility from an EDI perspective” webinar, Lancaster House

2023 – Co-Panelist at the 2023 Continuing Legal Education Society of BC Human Rights Law Conference on the topic of best practices in mediation

2023 – Presenter of “Investigations Under the Magnifying Glass: A Close Look at Significant Developments,” Lancaster House Human Rights and Accommodation Conference

2022 – Co-Presenter at the 2022 Arbitrators Association of BC Annual Meeting on trauma-informed techniques for assessing credibility (with Reut Amit)

2022 – Co-Author and Co-Presenter of “The Reasonable Person: Challenges and New Directions,” the Continuing Legal Education Society of BC’s Human Rights Law Conference (with Reut Amit and Heather Hettiarachchi)

Various presentations and papers for Lancaster House, the Continuing Legal Education Society of BC, Labour Law Online, *BarTalk*, and the Canadian Mental Health Association

