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Comments from the Chair
Stéphane Brutus, PhD
Concordia University

Hi there,
 A few weeks ago, the CSIOP executive gathered in Montreal for the annual executive meeting. I must say that this years executive is an especially motivated, creative, and joyous bunch. CSIOP is known as one of CPA's most active sections and the engine that drives the section is the group of volunteers who take the time to think of ways to make CSIOP better and, more importantly, follow-through on these initiatives to make them happen. Here are a few of the things that we've been busy with:

Organizing the upcoming conference in Ottawa. Our program coordinator, Lori Francis, has worked hard to come up with this years' line up. And a great one it will be. The conference is our chance to touch base, exchange ideas, share a laugh or five, and

take stock of our collective wealth. Unfortunately Lori will not be with us to witness her work and we wish her many joys with her little one.

New website. Joan Finegan and I have invested some energy in re-vamping our website. It is not only more colourful but we also tried to make it more informative. This is a work in progress (www.csiop.com) and your input is always appreciated.

CSIOP Distinguished Contribution Award. We are now accepting nominations for this important award. Please see the call for nomination on page 3.

There are a few additional initiatives under way and those will be shared with you during the section business meeting, on Saturday morning at the conference in Ottawa. I hope to see you there in great numbers.

Bonjour à tous,
 Il y a quelques semaines, l'exécutif de la SCPIO s'est réuni à Montréal pour le meeting annuel. Je dois vous avouer que l'exécutif de cet année est motive, créatif, et plein d'entrain. SCPIO est une des sections les plus actives de la SCP et le moteur cette activité sont les bénévoles qui prennent le temps pour faire fonctionner notre section. Voici quelques initiatives sur lesquelles nous avons travaille :

Organiser la prochaine conférence à Ottawa. Notre coordinatrice, Lori Francis, a travaillé fort pour organiser le programme de cette année. La conférence annuelle est une opportunité pour se rencontrer, échanger, rigoler un peu. et prendre conscience de qui nous sommes. C'est dommage que Lori ne sera pas présente pour récolter les fruits de son labeur. Nous lui souhaitons beaucoup de bonheur avec son petit bébé!

Nouveau site web. Joan Finegan et moi avons amélioré le site web. Le site web est en constante mutation et nous attendons vos suggestions à ce sujet (www.csiop.com).

SCPIO distinction pour une contribution distinguée. Nous acceptons vos nominations pour ce prix important. Pour plus de détails, vous pouvez consulter les détails pour les nominations en page 3.

Nous avons plusieurs autres initiatives en développement et nous les partagerons avec vous au meeting de section samedi matin à Ottawa. J'espère vous y voir en grand nombre.



Program Coordinator's Update

Lori Francis, PhD
Saint Mary's University

We have a very full and interesting I/O program at the CPA Convention this year. The 2007 CPA Convention will be held at the Westin Hotel in Ottawa, Ontario, June 7-9, 2007. The CPA group rate at the Westin Ottawa is available until May 4, 2007 (Subject to availability).

CSIOP student members who are presenting at CPA are reminded to consider submitting their paper for the RHR-Kendall Award. This award, valued at \$500 will be presented at the Section AGM during CPA. The submission deadline is May 1, 2007. Submission guidelines are detailed in this issue of the newsletter and can be found at www.csiop.ca.

This year our program covers the full three days of the convention. A tentative copy of the I/O program is included at the end of this update. Please note that this schedule may be subject to change. You will need to confirm your presentation time with the official CPA program once it is released. Although we attempted to minimize the number of overlapping sessions, you may notice some concurrent I/O events on the program. This is due to the large number of I/O submissions, CPA reserving time slots for CPA-wide events, and the limited availability of conference rooms.

Here are some of the conference highlights:

CPA invited speaker Dr. Chris Argyris of Harvard University and the Monitor Group will talk on "The next challenges for I/O research and practice."

CSIOP keynote speaker Dr. Linda Duxbury from Carleton University's Sprott School of Business will speak about "Work-Life Balance: Rhetoric Versus Reality."

The invited symposium on "Self-Determination Theory Applied to I/O Psychology" features Dr. Marylène Gagné, Dr. Edward L. Deci, Dr. John Meyer, and Dr. Jacques Forest.

This year's invited practitioner workshop is led by Dr. Anuradha Chawla of Development Dimensions International, Inc. (DDI) along with Mr. Ryan Heintz also of DDI and Erika Ringes Ph.D., LLB and Associate with McCarthy Tétrault LLP. It's entitled "Defending your selection system design and implementation: A Mock Trial." This session is part of the regular conference schedule and such, no additional registration fees are required. However, given the nature of the exercise, space is limited. We ask that interested parties contact Dr. Chawla by email (Anuradha.Chawla@ddiworld.com) by May 10, 2007 to reserve a spot. Places will be reserved on a first come, first serve basis.

CSIOP's Annual General Meeting will take place at 10 am on Saturday, June 9. We encourage all interested CSIOP members to attend.

The popular Joint Military/I/O Sections Social will take place Friday June 8, 6-9pm at the Rideau Canal Junior Ranks Mess, 4 Queen Elizabeth Drive. Finger food will be provided and there is a cash bar.

The student mentoring event will occur from 5pm-6pm Friday, June 8th at Darcy McGee's.

Tentative I/O Section Schedule for CPA 2007, June 7-9
Ottawa, Ontario

Thursday, June 7, 2007

CPA Invited Speaker: Chris Argyris 11:00 am to 11:55 am

Symposium: The issue of intelligence test bias in Industrial/Organizational Psychology: Delineating controversies from historical, ideological, and empirical perspectives (Leah Hamilton, Andrew Winston, Steven Cronshaw and Betty Onyura) 1:00 pm to 2:25 pm

Symposium: Self-Determination Theory applied to I/O Psychology (Marylène Gagné, Edward L. Deci, John Meyer, and Jacques Forest). 2:00 pm to 3:25 pm

Conversation Session: I/O Psychology in Canada: Building on our geographic and cultural diversity I (Stéphane Brutus, Laurie Barclay, Victor Catano, Francois Chiochio, André Durivage, Steve Harvey, Sunjeev Prakash, and Lorne Sulsky). 2:30 pm to 2:55 pm

Conversation Session: "I/O Psychology in Canada: Building on our geographic and cultural diversity II" (Stéphane Brutus) 3:00 pm to 3:55 pm

Conversation Session: Applications in I/O Psychology: Integrating Research and Practice (Wendy Darr) 5:00 pm to 5:55 pm

Theory Review: Where do we stand with regard to WEB testing in personnel selection (André Durivage) 5:30 pm to 5:55 pm

DISTINGUISHED CONTRIBUTIONS TO I-O PSYCHOLOGY IN CANADA AWARD

This is a call for nominations for the “Distinguished Contributions to I-O Psychology in Canada” award. It will be presented to an individual who has made a substantial contribution to the field of I-O Psychology in Canada. The recipient of the award will be presented with a plaque and invited to address CSIOP delegates at the annual CPA convention in Halifax in 2008.



If you would like to nominate someone for this award, please send the following information to Joan Finegan (finegan@uwo.ca):

1. The nature of the nominee's scientific and/or applied contributions.
2. The impact of the nominee's contributions on the science and/or practice of I-O Psychology in Canada, including the impact that the work has had on students and colleagues.
3. Service contributions of the nominee to the development of I-O Psychology.

Deadline: May 15th, 2007

Friday, June 8, 2007

CSIOP Section Keynote: Linda Duxbury 10:00 am to 10:55 am

Symposium: Les effets de l'environnement de travail sur la santé psychologique: effets bénéfiques et néfastes (Vincent Rousseau, Jean-Sébastien Boudrias, Caroline Aubé, Julie Fournier, and Marie-Hélène Gilbert) 11:30 am to 12:55 pm

Conversation Session: The state of occupational wellness in the health care sector of northern British Columbia (Gabrielle McHugh) 11:30 am to 12:25 pm

Theory Review: Recovering from organizational injustice: A review and call for theoretical development (Laurie Barclay) 1:30 pm to 1:55 pm

Theory Review: Heads we lead, tails we manage: Leadership and management as two sides of the same coin (Joan Nandlal) 3:00 pm to 3:25 pm

Symposium: The application of techniques from clinical psychology to industrial/organizational psychology (Gary Latham, Travon Brown, Marie-Helene Budworth, and Lucie Morin) 3:00 pm to 4:25 pm

Social: Joint Military/I/O Sections Social Rideau Canal Junior Ranks Mess, 4 Queen Elizabeth Drive 6pm - 9pm.

Saturday, June 9, 2007

Annual General Meeting 10:00 am to 11:25 am

Poster Session 12:00 pm to 2:55 pm

Conversation Session: Mentoring PhD students: Preparing graduate students for careers in the academy (Marie-Helene Budworth, Patricia Rowe, Gary Latham and Jack Duffy) 2:00 pm to 2:55 pm

WKSP: Defending your selection system design and implementation - A Mock Trial (Anuradha Chawla, Ryan Heintz, and Erika Ringes) 3:00 pm to 4:55 pm

Theory Review: Development of the three-component model of organizational commitment and suggestions for further applications (Erin Marcotte) 5:00 pm to 5:25 pm



Psychologically Healthy Workplace Awards Douglas Saunders, PhD Ontario Psychological Association

The Ontario Psychological Association in partnership with the University of Toronto's Rotman School of Management, McMaster University's DeGroote School of Business, and the Industrial-Organizational Psychology programs from the University of Waterloo and the University of Western Ontario will sponsor the first “Psychologically Healthy Workplace” Conference on May 3-4, 2007. The conference will be held at the Rotman School of Management at the University of Toronto.

The Conference will kick off a biannual Ontario Psychologically Healthy Workplace Awards (PHWA) Program. The Program builds upon a North American initiative begun in 1999 by the American Psychological Association (APA) to recognize and honour organizations, large and small, public and private, that innovate and implement programs and policies that foster

employee health and well-being while enhancing organizational performance. The Ontario Program is closely linked to the APA's National Psychologically Healthy Workplace Awards (PHWA) program which involves companies and organizations in 41 States and 5 provinces.

The purpose of the conference is to underline the critical importance of Psychologically Healthy Workplaces; showcase companies that have already been recognized for their best practices in the 5 key areas identified by the PHW Awards Program (Employee Involvement; Work-life Balance; Employee Growth & Development; Health & Safety; and Employee Recognition), and outline the new PHW Awards Program for Ontario organizations and companies interested in applying for the 2007-2008 PHW Awards. Keynote speakers include: Julian Barling, Queen's University Research Chair, Doug Kube, Purolator Courier; Alan Saks, Rotman School of Management; Steve Widmeyer, Secunda Marine Services, Nova Scotia, Drs. Arla Day and Kevin Kelloway, St. Mary's University, and Dr. David Ballard, American Psychological Association. Intended participants are human resource professionals and general managers from Ontario organizations.

More details about the conference and registration materials are available at the Ontario Psychological Association's website <http://psych.on.ca/files/PHWCBrochure.pdf> or by contacting the program chair: Douglas Saunders at douglas.saunders@utoronto.ca.



Attention Master's Level Students!

Marjory Kerr, PhD
SHL

SHL Group Limited, provider of psychometric assessment and development solutions, has recently launched an international research program and competition to support and encourage Master's level students conducting research in relevant areas of psychometric testing. Participation in this program allows for eligibility to the prizes offered by SHL to students for the three best projects of that year: 1st prize: £2,000, 2nd prize: £1,500 and 3rd prize: £1,000. In addition, each winner will receive a full registration and accommodation package to his/her local national psychological association conference.

For more details, and to explore the possibility of enrolling in this program, you are invited to visit: http://www.shl.com/SHL/en-int/Thought_Leadership/Opinion/



CSIOP Membership

Aaron Schat, PhD
McMaster University

Greetings CSIOP members. We are currently more than 260 members strong (205 full members and 59 student members), although I must confess that I don't have a complete report of CSIOP's current membership. Why not, you may rightly ask? The reason is that the number of Associate Members is currently in flux. Typically, CSIOP Associate Members would receive a notice in December or January, reminding them to renew their membership. However, this year I have been delayed in sending out this notice, because I have been making some revisions to the Associate Membership application form. Initially, these revisions were intended to simply make the form more professional and user-friendly; however, discussions with other members of the CSIOP executive led us to revise the form to also clearly articulate the criteria for Associate Membership and provide members with the opportunity to choose how their membership information is used (for example, whether or not they would like their membership information included in the CSIOP Membership Directory). I am sorry for the delay but I am confident that these changes will be helpful for Associate Members. These changes are now nearly complete and current Associate Members who have not yet renewed for 2007 can anticipate receiving a belated "renewal reminder" notice in the very near future. This, in turn, should enable me to provide a complete membership update in the next newsletter. In the meantime, we have had a number of new members join CSIOP, so please join me in welcoming them. They are:

Full Members

- Wendi Adair
- Julie Belanger
- Greg Chung-Yan
- Micheline Daigle-Leblanc
- Janelle Enns
- Jennifer Miles
- Harinder Sandhu
- Choi ting Sin
- Eugene Stasiak
- Ivan Zendel

Student Members

- Claude Fernet
- Timothy Jackson
- Joy Klammer
- Joanna Kraft
- Rhys Lewis
- Vivian Lo
- Patrick Brennan O'Neill
- Louis-Pierre Sarrazin
- Brenden Sommerhalder
- Geneviève Taylor

Associate Members

- Sonya Waldherr
- Melanie Gilbert

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- Tailored Solutions – customized solutions include Behavioral Interview Guides powered by the 16PF Questionnaire, International Peacekeeper Reports generated from the PEPQ, and personality-based Leadership Profiles that supplement 360-degree assessments.

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- Personality Assessment Solutions for High-Risk Occupations

The Canadian Psychological Association has accorded 6 continuing education credits for each of these courses (see IPAT website for details). Additional courses available, plus on-site training.



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- 16PF Leadership Coaching Report (LCR)
- 16PF Personal Career Development Profile (PCDP)
- PsychEval Personality Questionnaire (PEPQ)
- Protective Services Reports (PSR)
- Personnel Reaction Blank (PRB)

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Changes to your Membership Information

Please keep your membership information updated. If you are a member of CPA, then your membership information is maintained by CPA. Therefore, any changes should be sent directly to the CPA membership coordinator at membership@cpa.ca. If you are an Associate Member of CSIOP, please direct any updates to me using the information below.

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Fax: 905.521.8995



Student Update

*Lance Ferris
University of Waterloo*

Good day all,

It's been a busy month for CSIOP activities – we recently had our long-range planning meeting where we firmed up a number of details regarding the upcoming CPA conference. Let me provide an update on the student-relevant issues!

First off, details have now been posted online for the RHR Kendall award for best student paper by a CSIOP member. By the time you read this, you should have received some additional information through the CSIOP mailing list or the CPA Student Mailing list, or see <http://psychology.uwo.ca/csiop/awards.html> for full details! In essence, any student who is presenting a poster or paper as part of the CSIOP symposium should REALLY consider submitting a paper based on their work into this competition – the prize money is great (\$500) and the addition to a CV helps out when you are applying for scholarships as well! Note that you have until May 1 to submit a paper, which should be NO LONGER than 15 pages (i.e. it can be shorter). Give it a shot, you just might win!



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Next, we're in the final planning stages for the CSIOP student-mentor social. There will be 3 mentors from academia and 3 from the applied side of things! The date will be Friday, June 8, from 5pm - 6pm.

The mentor meeting is a really excellent opportunity for students to find out more about what life is like out there in the real world from people who have actual experience. You can get the answers to all sorts of questions, such as, what places are hiring? what sort of organizations can I/O psychologists get hired in? what's the difference in working for a business school or a psychology department? what do I need in my resume to get hired? what kind of work will I be doing the first few months? what do they expect me to know? how did you find your job? what's the job market like? what did you do while working on your degree to get prepared? how much consulting experience do I need? what are the worst things about the job? what are the best things about the job? and so on, and on, and on... I encourage all students to come out and get some concrete advice!

As per usual, the student-mentor social will be followed by the IO/Military Section Social, to be held from 6-9pm on Friday, June 8th, at the Rideau Canal Junior Ranks Mess, also very close to the conference hotel. Again, keep an eye out for directions, etc, to be posted to the CSIOP mailing list, plus there will be posters at the conference itself.

If you are planning on attending the student-mentor meeting, please contact me at dlferris@uwaterloo.ca to let me know – hav-

ing advanced knowledge of how big a reservation we'll need to book would be very handy! Also I can then let potential mentors know how many people will be there as well. I will be sending out an email closer to the date of the conference with more details about the mentor meeting.

And finally, and I know I've said this for the last three years, but my term as the CSIOP student representative will be up in June after the conference, and we'll need someone to replace me! If you are interested in being the next CSIOP Student rep, just email me to let me know and I can provide more information on responsibilities, etc. Should multiple people vie for the position, we will have an election for the position. The winner will be decided before the conference and officially introduced at the section business meeting during the conference. See you there!





Student-Mentor Social

5pm–6pm Friday, June 8th
at Darcy McGee's, ½ km from hotel
44 Sparks Street
613-230-4433

Light refreshments will be served
Come chat with mentors from both the applied and academic world to see what the future has in store!

Directions from hotel:

- 1) Travel North on Colonel By Drive to Rideau
- 2) Go left on Rideau as it crosses the canal and becomes Wellington
- 3) Follow Wellington to Elgin; go down Elgin to Sparks
- 4) Darcy's is on the corner of Sparks and Elgin

Military-CSIOP Social

6pm Friday, June 8th
Rideau Canal Junior Ranks Mess
4 Queen Elizabeth Drive

Directions from hotel:

- 1) Go South on Colonel By Drive to McKenzie King Bridge; use it to cross the canal.
- 2) Walk South through the park to Laurier Ave.
- 3) You will see City Hall across the street and an older building (The Armouries) to the left. The entrance to the mess is behind the armouries.

The RHR Kendall Award

Lori Francis, PhD
Saint Mary's University

The Canadian Society for Industrial Organizational Psychology in collaboration with RHR is sponsoring the RHR Kendall Award, our annual competition to recognize outstanding papers by undergraduate and graduate CSIOP student members. The winner of this award will receive a prize of \$500. The award is named in honour of Dr. Lorne Kendall, a Canadian psychologist and member of CPA whose work on job satisfaction and various psychometric issues contributed greatly to the field of Industrial Organizational Psychology.

All papers, posters, and presentations accepted in any part of the CSIOP program of the annual convention of CPA submitted by graduate or undergraduate students are eligible. To be considered for the award students must submit a full paper as outlined below. The work must have been carried out by a student but may be part of a larger research program directed by someone else. The student must also be first author on the paper submitted.

Papers will be reviewed anonymously by three CSIOP members representing both industry and academia. Submissions will be judged by the following criteria:

1. Quality of conceptual background
2. Clarity of problem definition
3. Methodological rigour (n/a for theoretical/review papers)
4. Appropriateness of interpretations/conclusion
5. Clarity of presentation

Entrants must submit a summary paper that adheres to these entry guidelines and provide a letter (e-mail acceptable) from a faculty member certifying that the paper was written by a student. The name of the author(s) should appear only on the title page of the paper. The title page should also show the authors' affiliations, mailing addresses, e-mail and telephone numbers. Papers are to be no more than 15 double-spaced pages, including title page, abstract, tables, figures, notes, and references. Papers should be prepared according to the current edition of the Publication Manual of the American Psychological Association.

Entries (papers and letters from the faculty members) must be received by May 1, 2007. Winning papers will be announced at the CSIOP business meeting at the CPA Conference in Ottawa.

Questions about the award process may be directed to Dr. Lori Francis, CSIOP Conference Program Coordinator (Lori.Francis@smu.ca).

Entries should be submitted on or before May 1, 2007 with the subject field indicating "RHR Kendall Award" electronically to the CSIOP Chair Elect Dr. Steve Harvey at sharvey@ubishops.ca.

Sex, Lies and Videotape: A Summary and Review of a Recent Alberta Court Decision

Erika Ringseis & Michelle Pocock

Perhaps it is not a good idea to bring a prostitute back to one's place of employment, even if it is after business hours. Indeed, there are many lessons to be learned in the recent Alberta Court of Queen's Bench case, *Whitehouse v. RBC Dominion Securities Inc.* .

Facts

The Plaintiff, Mr. Whitehouse, brought an action for damages for wrongful dismissal against his former employer, RBC Dominion Securities Inc. ("RBC") after he was dismissed for cause. RBC counterclaimed for damages to its reputation.

Prior to being terminated, Mr. Whitehouse, age 51, was a successful vice-president and investment advisor with RBC for approximately 14 years. One night, after drinking a large volume of alcohol, Mr. Whitehouse met a prostitute named Cassandra Stolarchuk. Mr. Whitehouse brought Ms. Stolarchuk back to his RBC office at approximately 10:30 pm. This was not the first time Mr. Whitehouse had used his employer's offices for such purposes. Mr. Whitehouse used his pass card to enter the building, and to take the elevator to his office. Unfortunately, the evening did not unfold quite as Mr. Whitehouse had anticipated, and he refused to pay Ms. Stolarchuk the balance of her fee. Mr. Whitehouse had paid Ms. Stolarchuk \$60.00 and the agreed fee was \$200.00.

After arguing over fees, Mr. Whitehouse left the building, leaving Ms. Stolarchuk by herself in the lobby. In the 19 minutes that Ms. Stolarchuk was in the lobby, she could have easily accessed any files or papers on the reception desk or in the filing cabinet behind it. However, she spent her time making three phone calls. One call was to her friend, another was to request a taxi, and the third was to leave a message on an office voicemail:

Hi, I don't know what time it is at night, but I'm here in your RBC Investment offices, RBC Canadian Securities Incorporated. A man who works in your office named Bill brought me up here. I'm a hooker from 3rd Avenue and he picked me up in a taxi and brought me up here to do me in his office. He's not paying me the rest of my money, so therefore he's left me in your building at night. Your phones say night on them in here. I don't know where he is. I don't know how to get out. He's left me up here in the office building. I'm sure you'll have many questions for me tomorrow. You can call me at 889-1602. My name is Cassandra. And I'm not joking about this.

Mr. Whitehouse testified that he went to find security to remove Ms. Stolarchuk from the office. He says that after wandering around the office and finding no one he caught a taxi to go home.

He changed his mind after a few blocks and returned to the office, but could not find Ms. Stolarchuk in the lobby or in the secure interior office space. So Mr. Whitehouse went home.

Ms. Stolarchuk caused quite a stir the next day when she returned to RBC during regular business hours to collect her money. Ms. Stolarchuk spoke to the receptionist and told her that she had been in Mr. Whitehouse's office the previous evening. She was able to describe how to get to the office and what it looked like to the receptionist, who contacted the branch manager. After an investigation that included reviewing the phone message and security videotapes and communications with superiors, the branch manager and supervisor met with Mr. Whitehouse. Mr. Whitehouse denied bringing a prostitute to the office until he was told that there was videotape evidence. Then Mr. Whitehouse acknowledged that he had brought Ms. Stolarchuk to the office, but did not advance an explanation. The branch manager immediately terminated Mr. Whitehouse's employment for cause.

Did RBC have cause to terminate Mr. Whitehouse's employment without notice?

The court found that Mr. Whitehouse's conduct did not fall under any of the recognized acceptable grounds for summary dismissal; these acceptable grounds being: conflict of interest; breach of duty of fidelity; wilful disobedience; fraud or dishonesty; intoxication; serious incompetence; and sexual harassment. The court then examined whether Mr. Whitehouse's summary dismissal could be justified under the more general description of serious misconduct and revelation of character.

There is no single test to define the degree of misconduct which will justify summary dismissal. However the Court considers the context, including the nature of the act, the circumstances surrounding its occurrence and the employment relationship. It cannot be said that certain types of misconduct, for example dishonesty, are always cause for summary dismissal, but rather each situation must be reviewed on its facts.

Also important in any determination of whether summary dismissal was justified in the circumstances is the "principle of proportionality." An effective balance needs to be struck between the severity of the employee's misconduct and the sanction imposed.

After considering the nature of an investment advisor's duties, the employer's expectations and the employment relationship; the nature and seriousness of Mr. Whitehouse's conduct; and the impact of that conduct upon the business of the employer, the court found that summary dismissal was warranted.

The court found that to maintain existing clients and attract new business, the reputations of both Mr. Whitehouse and RBC for honesty, integrity and confidentiality were essential. Mr. Whitehouse's actions demonstrated a lack of integrity, deficient judgement, dishonesty, untrustworthiness and a careless disregard for client and corporate confidentiality. The court found that although there was no evidence of specific damage to RBC's business or reputation, it was important for management to restore order quickly and to re-define clearly the permissible limits on

employee conduct. According to the court, any lesser response would undermine the confidence of both employees and clients in the competence of management. However, the employer did not suffer any compensable damage to its business or reputation, and thus the counterclaim was dismissed.

Conclusion and Implications

Although employers are often cautioned about the difficulties associated with defending a dismissal for just cause and are often advised to consider without prejudice settlements and releases, in this case, the employee's claim of wrongful dismissal was dismissed. Even though recent case law suggests that unionized workplace concepts, such as progressive discipline and the principle of proportionality, are creeping into non-unionized work environments, the Court decided in this case that RBC was not obligated to provide Mr. Whitehouse with a warning or suspension. Neither did the Court suggest that Mr. Whitehouse should have received some form of assistance for an alcohol addiction. Given Mr. Whitehouse's position and the particular circumstances surrounding his actions, including the facts that this was not the first time he had engaged in such activity and his denial of wrongdoing until faced with a videotape, immediate dismissal was appropriate.

This case highlights the importance of keeping clear, up-to-date policies in the workplace. Incidents of misconduct may arise where least expected, and employers need to be ready to move swiftly, but appropriately, to minimize damages and maintain client and employee confidence in the system. A proper investigation is necessary, as was conducted by the branch manager and supervisor in this case. Employees accused of inappropriate behaviour should be given an opportunity to explain, and the discipline should be justifiable in light of the circumstances. Human rights concerns are always a consideration, as reasonable accommodation may be necessary for

individuals suffering from, for example, particular disabilities or addictions. However, as the court noted in this case, the employee also has a duty to participate in reasonable accommodation efforts, including seeking assistance when appropriate and not letting behaviour escalate to the point of risking major harm to the employer.

Although the employer was the victor, the Court noted with satisfaction that Mr. Whitehouse, with the support of his family, appeared to be pulling his life back together and re-establishing himself in the community. This case had another happy ending too; Mr. Whitehouse did eventually meet up with Ms. Stolarchuk to pay her the outstanding balance.

Erika Ringseis received her Ph.D. in Industrial/Organizational psychology from Penn State University and her LLB from the University of Calgary. She practices labour and employment law in the Calgary office of McCarthy Tétrault LLP and advises clients to exercise caution when mixing business and pleasure.

Michelle Pocock is an articling student at McCarthy Tétrault LLP interested in labour and employment law who agrees that bringing a prostitute to one's workplace may not be a wise employment choice.

Whitehouse v. RBC Dominion Securities Inc. (2006), 59 Alta. L.R. (4th) 300 (QB).



Visit us at our new internet address!

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Management Consulting Psychologist Position Organization and Management Solutions (OMS)

Are you interested in combining your consulting and academic abilities into one dynamic opportunity?

Organization and Management Solutions is a not-for-profit, research-based, human resources management consulting firm. Working in association with the Industrial/Organizational Psychology graduate program at the University of Guelph, a major purpose of OMS is to provide opportunity for graduate students to gain practical consulting experience while at the same time provide business and industry with research and theory-based consulting services.

We are seeking applications from individuals interested in leading a dynamic and learning-oriented team in the role of Management Consulting Psychologist. This is a unique and challenging position that has the potential to impact the field of Industrial/Organizational (I/O) Psychology in Canada.

We are looking for an individual with a graduate degree in I/O Psychology (preferably a doctorate) or a closely related discipline as well as relevant consulting experience. Provincial licensure would be an asset. Compensation is competitive and the start date is flexible and is negotiable with the OMS Board of Directors.

Reporting to the Board of Directors, main responsibilities to include:

- Coordinate projects, liaise with clients, and market and sell consulting services
- Develop budgets and business plans and maintain financial controls (with assistance from the Business/Office Manager)
- Work with graduate students, faculty, and associates in designing and delivering I/O Psychology interventions
- Supervise and engage in the professional development of research consultants and staff, through mentoring, development and goal setting

Secondary responsibilities to include:

- Engage in continuous quality improvement of OMS structure, process and ideas
- Report to and work with the Board of Directors in strategic planning and management of OMS
- Conduct performance appraisals with, and deliver feedback to, staff and consultants
- Have a working knowledge of client project demands & skill requirements

The successful candidate must have a willingness and capability to:

- Support, advocate and work within the OMS Mission, Purpose and Values
- Engage in a participative style of management
- Promote and maintain an innovative "idea" culture
- Work within the ethical, technical, procedural, and regulatory constraints set down by the College of Psychology of Ontario and the University of Guelph
- Work with the Business/Office Manager to market and sell research and consulting services to business, industry and government
- Accept primary responsibility for generating income to further OMS goals and support business operations

Please submit a detailed Curriculum Vita on or before **June 15, 2007** to:

Robin Foster, Office Manager

#3-304 Stone Rd. W, Suite 402, Guelph ON, N1G 4W4

Tel. 519.767.5071 Fax. 510.767.2613 Email. rfoster@psy.uoguelph.ca

(email submissions are acceptable)

For more information regarding the position, please contact our Office Manager as listed above.

For more information about OMS, the I/O graduate program and the City of Guelph please visit the following websites:

www.omsconsult.com

www.researchpracticeguelph.ca

www.city.guelph.on.ca



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