


Elizabeth “Joy” Noonan, LL.B., LL.M., Chartered Mediator (C.Med.)

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Member of the Canadian Academy of Distinguished Neutrals

Accomplished lawyer, former partner in a large national law firm, dedicated to full time neutral and conflict resolution work since 2007. Mediates and arbitrates employment, labour, civil and commercial matters, helping clients to resolve conflicts in a manner that is effective, pragmatic, durable and just. Long-time mindfulness practitioner, offers conflict coaching and mindfulness coaching/training.

Areas of expertise include:

- Arbitration
- Workplace Assessments
- Individual & Group Facilitation
- Mediation
- Workplace Restoration

PROFESSIONAL EXPERIENCE

PRINCIPAL/OWNER

JANUARY 2024 to PRESENT

Neutral Solutions Inc. www.neutralsolutions.ca

- Continue ADR practice with specialized, results-focused services in the context of employment, civil and commercial litigation proceedings, pre-litigation disputes, and/or to repair ongoing working relationships.

PRINCIPAL/OWNER

NOVEMBER 2008 to DECEMBER 2023

APTUS Conflict Solutions Inc. www.apтусrx.com

Alternative dispute resolution (ADR) practice with strong emphasis on mediations, arbitrations, workplace assessments and conflict coaching. Oversaw in excess of 3000 completed mediations, facilitations and other conflict resolution mandates. Completed more than 700 workplace investigations and workplace assessments.

- Provided clients with specialized, results-focused mediation services in the context of employment, civil and commercial litigation proceedings, pre-litigation disputes, or to repair ongoing working relationships.
- Resolved multi-dimensional conflicts through keen insight and careful guidance to overcome impediments and find a lasting resolution.
- Investigated allegations of workplace misconduct while applying 20+ years of legal experience as well as an in-depth understanding of workplace dynamics and human behaviour. Made accurate, thoughtful, factual assessments and drew conclusions that withstood scrutiny.
- Arbitrations and/or Med-Arb per collective agreement grievance proceedings; contractual arbitration clauses; the *Canada Labour Code* and other legislative arbitration provisions; or, by the voluntary agreement of all parties.
- Facilitated workplace restoration services through team and individual coaching, team building activities, training, mediation, investigation and dispute resolution to build and maintain a healthy and productive workplaces.

SENIOR FACILITATOR

MAY 2015 to DECEMBER 2022

Potential Project (International) ▪ www.potentialproject.com

Certified as a facilitator in 2015, the goal is to inspire, enable and encourage calm awareness in workplaces through leadership and small team programs and training. Assisted teams and companies to increase their performance, innovation, resilience and leadership capabilities through calm, focussed awareness [mindfulness].

- Facilitate programs that allow managers and leaders to create positive company cultures that enhance performance, motivation, and company results.
- Encourage and facilitate a more productive and less stressful work experience by improving focus, building emotional mastery, and enhancing self-management.

EQUAL PAY COMMISSIONER

OCTOBER 2017 to OCTOBER 2021*

Northwest Territories

Appointed by the NWT legislature pursuant to the Public Service Act to assist in preserving the government’s commitment to equal pay for work of equal value regardless of sex or gender.

- Receive and review complaints, conduct investigations and assist with any informal resolution efforts.
- Prepare and submit reports annually to the NWT Legislative Assembly.
(*declined reappointment)

PAST PROFESSIONAL EXPERIENCE:

Mediator/Arbitrator ADR Chambers and the Stitt Feld Handy Group, Toronto, ON	2007-2008
Partner, Head of Employment and Administrative Law Group (Ottawa) Heenan Blaikie LLP, Ottawa, ON (Toronto Partner in 1998)	1994-2007
Associate Lawyer Fasken Martineau Walker LLP, Toronto, ON	1989-1994

EDUCATION

- Master of Laws - LLM (specializing in ADR)** Osgoode Hall Law School, *Ottawa, ON*
- Bachelor of Laws LL.B,** Dalhousie University, *Halifax, NS*
- Bachelor of Arts (Hons),** Mount Allison University, *Sackville, NB*

ADDITIONAL PROFESSIONAL DEVELOPMENT

Mindfulness Based Stress Reduction (MBSR) Training	2020-2021
Mediation-Arbitration [MED-ARB] certification training [ADR Institute of Canada]	2021
Zoom Masterclass Training [ADR Institute of Ontario]	2020
Alternative Dispute Resolution - Advanced Training, University of Winsor/Stitt Feld Handy Group	2007

DESIGNATIONS & MEMBERSHIPS

Canadian Academy of Distinguished Neutrals
Chartered Mediator (ADR Institute of Canada)
ADR Institute of Canada (and Ontario)
Law Society of Ontario
Canadian Bar Association (Ontario) Alternative Dispute Resolution Section

VOLUNTEER COMMITMENTS

ADR Institute of Ontario: Human Resource Committee; Membership Committee [2019-2022]
ADR Institute of Canada: Regional Chartered Mediator Accreditation Committee (Co-Chair ongoing)
Directorships: ADR Institute of Ontario 2019-2021; Westboro Academy (Ottawa) 2005-2007; Past Chair, Advisory Board Children’s Wish Foundation (NCC)

CAUSES

Women for Mental Health Initiative (Royal Ottawa Hospital)
Michael J. Fox Foundation; Parkinson’s Canada; PD Avengers, YOPD Network
Ottawa Food Bank
Youth Services Bureau (Ottawa)