

**Ms. Viki Scott, RC (c); BSc; RRP; CHRM; MBA; ADR (c)**

Viki Scott is the President, Principal Consultant, Mediator, and Workplace Investigator & Chief Lobbyist of *Scott & Associates Inc.*

Viki currently manages a successful National Consulting Firm of which provides solutions to Canadian based companies with at concentration in Labour Management Relations, Conflict Risk Management, Occupational Health and Safety , Human Rights, Workplace Investigations, Organizational Development and Effectiveness, Business Continuity Planning and General Business Advisory Services. Her firm also provides lobbying and advocacy services to their not for profit and broader public service clients.

As a licensed investigator, part of her professional portfolio, for a number of years, Viki has conducted investigations, for a number of Government Regulated Professional Colleges, allegations of “professional misconduct” and/or “unethical behaviour”. She has also conducted numerous investigations alleging “professional misconduct” and “resident/patient abuse” claims as required under the Ontario Long Term Care Home Act. Viki and her Firm are also recognized as a “vendor of record” for a number of Federal, Provincial and Municipal governments for the provision of conducting workplace investigations in response to allegations of workplace harassment, discrimination and violence. She is very well known and respected by the work she does predominantly in unionized workplace environments.

She has lead a number of notable systemic “sexual harassment” investigations. She was a strong advocate for the recent changes to the Canada Labour Code, including violence in the workplace complaint and resolution processes.

Currently, as an active Member of CAWI, she is working on a committee, with developing a framework/guideline, which will assist Workplace Investigators in assessing “risk of harm”.

Viki also supports a number of Provincially Regulated Professional Colleges, with the delivery of required ethics based and professional conduct training programs.

Viki has an MBA with a concentration in Industrial Relations and a Bachelor of Science, in Occupational Health and Rehabilitation Medicine. She is IPAC Certified. Viki also holds post graduate degrees in Alternative Dispute Resolution from York University and in Human Resource Management. She also has an Advanced Certificate in Board Governance. She is a licensed Workplace Investigator, in good standing. She is also a Registered Rehabilitation Professional operating under license #SCOV0381-R, since 1981. Viki has held Associate Professorship positions with the Rehabilitation Services Program, Seneca@York, and the Transformational Leadership Program for Women at Atkinson College, York University, the “NIDMAR” Disability Management Program for the WSIB, and the Seneca@York Government Relations Management Post Degree Program and the Public Relations -Corporate Communications Post Degree Program. She currently is a Professor with the Pacific Coast University, Workplace Health Sciences and with the School of Legal and Public Administration with Seneca College. She is also an Adjunct Professor with the Ryerson University Centre for Labour Management Relations.

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