



**REQUEST FOR PROPOSAL  
274-R-20  
INTEGRITY COMMISSIONER SERVICES FOR CITY COUNCIL**

**Friday, February 5, 2021 @ 3:00:00 p.m. local time**

**Key Personnel & Project Team  
Biographies**

**PROPONENT'S NAME:**

ADR CHAMBERS INC.  
180 Duncan Mill Road, 4th Floor  
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Authorized Representative: Marisa Botha

Submitted electronically through the City's Bids and Tenders portal

# CHARLES A. HARNICK



Mr. Harnick has practiced law for over 40 years, and was an elected member of the Ontario Legislature from 1990 to 1999. During that time, he served as the Attorney General of Ontario and the Minister Responsible for Native Affairs from 1995 to 1999.

He was a member of the committee that wrote the *Members Integrity Act, 1994*, which is the foundational conflict of interest legislation applicable to members of the Ontario Legislature.

Mr. Harnick has been the Integrity Commissioner for the City of Kawartha Lakes, the Town of Grimsby, the Municipality of Leamington, and Haldimand County since 2019. He also has experience conducting Code of Conduct investigations with the ADR Chambers Office of the Integrity Commissioner for numerous other municipalities. He has also used his knowledge of municipal law and governance to conduct Codes of Conduct educational sessions for municipalities.

Mr. Harnick has acted as counsel in diverse municipal matters. In his capacity as a Principal of Counsel Public Affairs, clients engage Mr. Harnick to resolve disputes respecting development charges, zoning changes, and permits. A law firm specializing in municipal and planning law routinely retains Mr. Harnick for government relations work, which requires Mr. Harnick's advanced understanding of municipal legislation, governance, and the conduct of elected officials.

Mr. Harnick has advanced mediation and adjudication skills, and has conducted several hundred mediations. He is a member of ADR Chambers' panel of neutrals, and is the Senior Adjudicator for the General Insurance Ombuds Service.

In his role as the Attorney General, Mr. Harnick played a pivotal role in orchestrating the creation of the Ontario Mandatory Mediation Program and Legal Aid Ontario. As the Minister Responsible for Native Affairs, Mr. Harnick oversaw the conclusion of five major land claims. In complex issues like land claims, the negotiation style must be collaborative and the parties must trust one another. During the six-year Coldwater-Narrows land claim negotiation, Mr. Harnick built relationships and developed trust so the parties could find solutions while working collaboratively. The land claim settled, in part, because of the level of trust the parties had for Mr. Harnick.

# DEBORAH ANSHELL



Ms. Anshell has over 20 years of experience as a lawyer, and is a Deputy Judge of the Superior Court of Justice, Small Claims Court (Toronto), where she conducts small claims trials and presides at settlement conferences.

Ms. Anshell has been the Integrity Commissioner for the City of Waterloo since 2016, the City of Timmins since 2019 and the Town of Georgina since 2018. She was recently also appointed the Integrity Commissioner for the City of Welland. As Integrity Commissioner, Ms. Anshell has conducted investigations into several Code of Conduct and *Municipal Conflict of Interest Act* complaints since 2016. She has also used her knowledge of municipal law and governance to draft revisions to Codes of Conduct and their investigative procedures.

As a member of the Hearing Committee for the Investment Industry Regulatory Organization of Canada ("IIROC"), Ms. Anshell conducts disciplinary proceedings to determine whether there have been breaches of the IIROC Rules or securities legislation. She is also a member of the Condominium Authority Tribunal, where she conducts online mediations and arbitrations to resolve condominium-related disputes in Ontario.

Ms. Anshell has extensive mediation and arbitration experience in insurance, real estate, employment, health, and corporate/commercial matters. She has facilitated the settlement of hundreds of complex civil cases, and was a Roster Mediator for the Ontario Mandatory Mediation Program from its inception. Ms. Anshell is a frequent speaker and writer for the Ontario Bar Association and the Canadian Institute. She holds a Master of Laws Degree in Alternative Dispute Resolution from Osgoode Hall Law School.

# MICHAEL L. MAYNARD



Mr. Maynard has a background in political and public-policy matters and is an advanced mediator, having mediated more than 2,000 disputes. His areas of expertise include insurance disputes, workplace conflicts, and code of conduct/disciplinary matters.

Mr. Maynard is politically astute, and understands municipal law and governance. He co-chaired a health-care summit hosted by an MPP, co-facilitated an economic development conference organized by Northern Ontario municipalities, facilitated a public complaint resolution process for the Ontario government, and facilitated several town-hall meetings on locally important matters in his hometown. He is also a workplace restoration facilitator.

He has conducted numerous investigations into Code of Conduct complaints. He is the Integrity Commissioner for the Durham District School Board and has served on several occasions as Acting Integrity Commissioner for numerous municipalities within the ADR Chambers Office of the Integrity Commissioner. Mr. Maynard has investigated dozens of integrity complaints involving municipal council members across southern Ontario.

Mr. Maynard is also an investigator for the ADR Chambers Ombuds Office (municipal investigations) and the ADR Chambers Banking Ombuds Office, and is an appointee to the Ontario Government Vendor of Record list for workplace investigations within the Ontario Public Service. He has investigated a variety of workplace disputes, including issues such as discrimination, harassment, and bullying.

In addition to having developed and taught Alternative Dispute Resolution courses at Durham College, he co-founded the Campus Mediation Services there, which provides a dispute resolution process for the campus community. He has consulted on organizational and ADR systems design, and co-authored the textbook *Choices in Approaching Conflict: Principles and Practice of Dispute Resolution*, 2<sup>nd</sup> ed. (Emond Publications, 2019).

# MARVIN J. HUBERMAN



Mr. Huberman has over 30 years of experience as a practicing lawyer. He is accredited as a Chartered Arbitrator by the ADR Institute of Canada (the highest designation in the field in Canada), has been certified by the Law Society of Ontario as a Specialist in Civil Litigation, and is a Fellow of the Chartered Institute of Arbitrators (FCIArb).

In addition to being a former Vice-Chair of the Ontario Commercial Registration Appeal Tribunal, Mr. Huberman has litigated as counsel, mediated, and arbitrated hundreds of disputes involving corporate/commercial, construction, and workplace matters – including violence, harassment, discrimination, labour relations, and wrongful dismissal. He was also a member of the Civil Rules Committee, appointed by the Chief Justice.

Mr. Huberman has been the Integrity Commissioner for the City of Brantford since 2020, and has conducted many investigations as an Associate Investigator for several other municipalities within the ADR Chambers Office of the Integrity Commissioner since 2019. He recently investigated the hiring of the Chief Administrative Officer of a Regional Municipality. Mr. Huberman is also an investigator for the ADR Chambers Banking Ombuds Office and the ADR Chambers Ombuds Office, providing municipal ombudsman services.

Over the years, Mr. Huberman has received several awards of distinction in the legal and ADR industries. In 2017, he received *Corporate International Magazine's* Global Award as Mediator of the Year in Canada for Partnership Disputes, and *The Lawyer International's* Global Award for Law Firm of the Year for Commercial Arbitration in Canada. In 2016, he received *M&A Today's* Global Award for Law Firm of the Year for Commercial Arbitration in Canada. Mr. Huberman has also received the Dedicated Professional Service Award from the Canadian Bar Association, and is the current president of the ADR Institute of Ontario.

Mr. Huberman was formerly a Civil Litigation and Advocacy instructor in the Law Society of Upper Canada's Bar Admission course, and an Adjunct Professor at Osgoode Hall Law School. He has also served as a mediation coach at Osgoode Hall Law School, and has a Master in Laws degree in Alternative Dispute Resolution.

# TANYA GOLDBERG



Ms. Goldberg was called to the Ontario Bar in 1995 and has acquired extensive and diverse experience as a litigator throughout the years. She has actively participated in dozens of mediations and has conducted numerous private negotiations that has led to the successful resolution of matters for her clients.

On many occasions, Ms. Goldberg has assisted judges at the Ontario Court of Appeal with a variety of tasks, including hearing preparation, research, and editing legal materials. She has also provided writing support to members of the Discipline Committee at the Ontario College of Teachers, as well as at a provincial inquiry.

Currently, Ms. Goldberg is the Intake Officer for the ADR Chambers Office of the Integrity Commissioner, where she manages both the Integrity Commissioner and Arbitration programs and provides support to over 40 active panel members with drafting minutes and reviewing draft awards and decisions.

# RUONAN PEI



Ms. Pei is a Coordinator for the Office of the Integrity Commissioner and Arbitration Coordinator at ADR Chambers. She performs specialized administrative duties to assist the stakeholders of the Office of the Integrity Commissioner, and provides senior-level administrative support to more than 40 active panel members by managing phone and email inquiries, bookings, and billings. She also assists the ADR Services Manager with Code of Conduct reviews and preparing annual reports and monthly status updates of ongoing files.

Ms. Pei has a Bachelor of Arts (Honours) in Law & Society from York University and a Paralegal Diploma (Honours) from Seneca College of Applied Arts and Technology.