
► Caron George, B.A., LL.B.

Suite 304, Tower A, 555 Legget Drive, Kanata, Ontario K2K 2X3

Adjudication Experience

- **2004 - present – Indian Residential Schools Adjudication Secretariat – DR Process and Independent Assessment Process (IAP) – Ottawa**

Adjudicating claims for compensation for physical and sexual abuse, wrongful confinement, other wrongful acts and actual income loss that occurred to former students in the Indian Residential School system. Conducted hundreds of inquisitorial hearings and wrote hundreds of decisions in the DR process and the standard and complex tracks of the IAP. This work required sensitivity, very good listening and communication skills, and a heightened ability to analyze and incorporate information and effectively question people. Managed the hearing process, conducted the questioning, interpreted the provisions of the Model, analyzed documents and assessed credibility and reliability. Conducted reviews and re-reviews of decisions by other adjudicators, as a designate of the Chief Adjudicator.

- **2016 – present - Immigration and Refugee Board of Canada – Montréal and Ottawa**
Adjudicating refugee appeals from the Refugee Protection Division. This position has requires the interpretation and application of legislation and regulations, as well as an understanding of human rights, discrimination and persecution on a statutory basis and in international conventions. It also involves working as a decision-maker in a quasi-judicial environment, assessing complex information with respect to country conditions and documents filed in support of allegations of persecution and personal risk, listening to oral testimony, reviewing submissions, making and writing decisions related to refugee claims which are sensitive and complex.

Mediation and Dispute Resolution Experience

- **2017 - present – Caron George Mediation & Dispute Resolution - Ottawa**

Operating a dispute resolution consulting business providing mediation, adjudication, investigation and other dispute resolution services for private and public clients, including mediation processes to address workplace conflict and human rights issues and family law issues. Presently on the list of mediators for sexual harassment mediations with the Government of Ontario.

- **2002 – 2016 – Asymptotic Solutions – Ottawa and Quebec**

Operated a dispute resolution consulting business providing educational assessment and design, conflict assessment and process design, mediation, facilitation and training services through the Centre for Conflict Education and Research at Carleton University, M. Thorpe and Associates, AMS Mediation Associates, and directly to other public and private clients. Worked as a mediation skills assessor for the Graduate Certificate in Conflict Resolution at Carleton

University, Ottawa.

- **2005 - 2006 - Canadian Human Rights Commission – Ottawa**
Worked on a casual basis as a legal advisor developing training and educational programs and participating in dispute resolution systems design.

Education & Certification

- **1994 to present - Various Legal, ADR and Adjudication Courses**, including basic and advanced mediation training and courses toward an LLM in ADR at Osgoode Hall Law School, Toronto.
- **1992 – Called to the Bar in Ontario**
- **1990 - Bachelor of Law - Queens University - Kingston**
Won the award for the highest mark in Public Law Litigation.
- **1986 - Bachelor of Arts - University of Manitoba – Winnipeg**
Majoring in Criminology and minoring in Political Science.

Language Fluency

- English