BAFFLEGAB

Semi-annual newsletter of the Community Advocacy & Legal Centre

Volume 18, Number 2 **Fall 2009**

Sexual harassment in the workplace: Public forum

Dr. Constance Backhouse will be the keynote speaker at a special forum entitled **"Sexual Harassment on the Job: Lessons from the Past & Innovative Remedies"** to be held prior to our Annual General Meeting (AGM) on December 8. Dr. Backhouse is a Professor of Law and University Research Chair at the University of Ottawa. A graduate of the University of Manitoba, Osgoode Hall Law School and Harvard University, she has published a number of books including her most recent, *Carnal Crimes: Sexual Assault Law in Canada, 1900-1975.*

"*Sexual Harassment on the Job*" features a case study from *Carnal Crimes*. There will be an opportunity for questions following her presentation.

(Continued on page 6)

Our new website is launched!

Our website has changed!

We have re-designed our site to match our new logo and colours as well as to make it easier for you to find what you are looking for on the site.

Clicking on our new orange menu bar will give you a drop down list to choose from so you can find what you are looking for quicker than before. There is also a search page to search within our site.

Each area of law in our "Legal Information" section has icons to click for information about the law, frequently asked questions and links to other sites providing more information. Our referral pages will give you links to other sites for help in areas where we cannot assist.

Visit us online at: www.communitylegalcentre.ca.

Carolyn Hamilton, Webmaster

Legal clinic undertakes major strategic review

In 2010, the legal clinic will be celebrating its 30th anniversary. The clinic's Board of Directors has decided the time is ripe for setting a strategic vision for the next 5-10 years of the clinic's work.

Ruth Armstrong, of VISION Management Services had been retained to help facilitate the process. A special retreat for Board and staff was held October 27-28 to begin to set new strategic directions to guide the clinic's work over the next decade. We have applied for a charitable number and hope to begin fundraising for special projects once the clinic is a registered charity. A number of special events are being planned to celebrate the clinic's 30th anniversary next year.

Stay tuned to our website for more information about our new strategic vision and our 30th anniversary celebration.

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Affordable housing strategy in our community

November 19 is National Housing Day. To highlight the need for affordable housing in our community the Affordable Housing Action Network (AHAN) will be holding their Annual Conference at Eastminster United Church in Belleville.

At this conference, AHAN will be formulating a response to the Minister of Municipal Affairs and Housing on "A Long-Term Affordable Housing Strategy for Ontario."

In spring 2009, the Ontario Government announced that it would undertake public consultations to develop a new affordable housing strategy. AHAN was part of those consultations. In September we took part in consultations in Lindsay, as well as locally with MPP Leona Dombrowsky. At these consultations we presented our views, issues and concerns about the local housing situation which had been gathered from AHAN, the Lennox & Addington Homelessness/Affordable Housing Group and the Prince Edward County Affordable Housing Working Group.

AHAN will be preparing a written submission to the Minister. The conference will give you an opportunity to provide input to this submission. The 5 questions that we will be asking are:

1. What specific roles should each of the housing partners (*federal, provincial, municipal government, community)* play?
2. What changes are needed to our housing programs to better use resources and improve access to affordable housing?
3. What changes are required to the *Social Housing Reform Act, 2000* to improve the management of social housing?
4. What creative new ideas could improve the current housing system?
5. What should be used as the housing indicator for Ontario's Poverty Reduction Strategy?

If you are unable to attend the conference, you can submit your own response to the questions directly to the Ministry by visiting www.ontario.ca/housingstrategy.

To register for the conference, please visit the AHAN website at www.hastingshousing.com/ahan/events.cfm or call Joanne Goodfellow at 613-966-8484, ext 2224 by November 13. Come out and contribute to this important community consultation.

Gina Cockburn, Clinic Lawyer

Home Ownership Assistance Program: Forgivable loan

If you are a low-income to moderate income earner who is also a renter, you may be eligible for financial assistance to help with a down payment to purchase a house in the County of Hastings.

The Affordable Housing Program (AHP) Extension for 2009 is administered through the County of Hastings, Housing Program Branch. Its purpose is to help individuals and families purchase *newly constructed* homes in Belleville and Quinte West. In order to be eligible, the home being purchased must be $183,363 or less, must not be a mobile home and must be the applicants' sole and principal residence.

The amount of down payment assistance is 10% of the purchase price. The AHP down payment will be registered on title in the form of a 20-year mortgage. The down payment is interest free for the 20-year period. The loan will be *forgiven* as long as there is no default under the mortgage on the 20th anniversary date of the loan.

For a complete list of the eligibility requirements for the AHP contact the County of Hastings, Housing Programs Branch at 613-968-3465 (Toll free 1-800-267-2804, ext. 4310) or visit their website, www.hastingscounty.com, (social housing page).

Similar programs have been offered by Prince Edward County and in Lennox & Addington. For details on these programs please call 1-866-806-9680.

Victoria Watts, Clinic Lawyer

Clinic wins housing case at Human Rights Tribunal

On October 13, 2009 the clinic won a significant human rights case involving the issue of sexual harassment in shared accommodation.

Shared accommodation is when a tenant rents a dwelling where he or she shares a kitchen and bathroom with the landlord.

Our client, a mother of a young child, had been living in shared accommodation with her landlord. The tenant was evicted after she confronted the landlord about his ongoing sexual advances and inappropriate harassing behaviour. When she was evicted, the landlord also telephoned her employer stating that she had been involved with police even though this was a lie.

The issue before the *Ontario Human Rights Tribunal* was the interpretation of an exemption under the *Ontario Human Rights Code* that states that the right to equal treatment with respect to residential accommodation without discrimination is not infringed by discrimination where the landlord and tenant reside in a dwelling together and are required to share a kitchen or bathroom.

The clinic argued that the *Code's* intention in adding this exemption was to allow landlords in a shared accommodation situation to choose who they wanted to share their dwelling with, but did not allow landlords to sexually harass tenants once a tenant resided with them.

The *Ontario Human Rights Tribunal* agreed with our analysis and determined that the *Code* does prevent landlords in shared accommodation situations from sexually harassing their tenants. The Tribunal also found that "in a landlord-tenant relationship in a gendered, shared housing setting, the power imbalance is exacerbated and the vulnerability of the victim is correspondingly heightened." The Tribunal ordered the landlord to pay $25,000 for infringing the *Code*, which is a substantial award for a human rights complaint.

This decision will have a widespread impact on all tenants living in a shared accommodation situation where they experience sexual harassment by their landlord. Sexual harassment will be discussed in more detail at our pre-AGM forum which will be held on December 8.

The clinic represents individuals who have been sexually harassed in their living situation or at work. If you require our assistance, please contact us.

John No, Clinic Lawyer

"Why don't we want the poor to own anything?"

Read John Stapleton's article about "our relentless social policy journey toward destitution for the 900,000 poorest people in Ontario." See www.metcalffoundation.com.

Buyer beware! Energy contracts!

In previous issues of our newsletter we have told you about door-to-door, telephone and internet sales of energy (electricity and gas). Callers from Hastings, Prince Edward and Lennox & Addington counties continue to tell us about their experiences with higher than expected bills and contract cancellation problems.

If someone contacts you and asks you to provide an account number from an electricity or gas bill be cautious! You may be dealing with an energy provider who wishes to have you enter into a contract. Your utility provider should not need to ask you for this information, if they call you, as they already have it.

If you are on social assistance and you are having trouble cancelling a contract, contact us for help!

Gina Cockburn, Clinic Lawyer

Just say no...to smart sub-metering!

In August, the Ontario Energy Board (OEB) decided to allow landlords to go ahead with smart sub-metering in apartments. Sub-metering had been on "hold" since March 2009 when the OEB started to look into the issue.

The OEB said that a landlord could not unilaterally sub-meter (discontinue paying for hydro where it was provided for in the tenancy agreement). A tenant's consent is required and this has to be both voluntary and informed. The provincial government is expected to introduce legislation in the fall of 2009 to further deal with sub-metering.

We have not seen many instances of sub-metering in Hastings, Prince Edward or Lennox & Addington counties, but if your landlord asks you, you might want to "say no….to smart sub-metering!"

Here are some tips from the Advocacy Centre for Tenants (ACTO):

My landlord has asked me to agree to take on responsibility for electricity bills for my unit in exchange for a rent reduction. Do I have to agree?

No. In August, the Ontario Energy Board found that landlords who smart sub-metered residential rental units between **November 3, 2005** and **August 13, 2009** were not authorized to do so. This means that in most cases it is not a good idea to agree. Always try to get legal advice or information before signing *anything* your landlord gives you!

Can I be evicted for refusing to take on direct responsibility for paying my electricity bills?

No**.** Failure to sign an agreement with your landlord is not grounds for eviction. If your landlord threatens you with eviction or gives you an eviction notice, get legal help immediately.

Why don't I have to agree?

In most cases, it is not a good idea to agree to take on your electricity bills directly. On August 13, 2009, the Ontario Energy Board found that smart sub-metering of residential rental units by landlords between **November 3, 2005** and **August 13, 2009** was not authorized.

The OEB has now imposed strict conditions on smart sub-metering by landlords who want to download electricity costs onto tenants in the future. These include:

- an independent energy audit relating to your rental unit and your building
- a detailed description of how the landlord calculated your rent reduction
- your "voluntary and informed" consent in writing after reviewing the energy audit and the landlord's explanation of the rent reduction.

Even if your landlord does provide you with the above information, you can still refuse.

Why refuse?

- The landlord is not required to do any upgrades to your unit which might help you reduce your electricity costs like putting in new windows, new balcony doors, new appliances or new insulation. In fact, these upgrades are where real energy savings are made.

- The cost of electricity will continue to rise in the years to come, while your rent reduction will always remain the same. So, even if you were to save money this year, next year will likely be a different story.

- There may be security deposits and extra charges associated with taking on responsibility for your own electricity bills which you need to consider.

For a complete copy of the ACTO tip sheet, contact us or visit the CLEONet website at www.cleonet.ca/resources/1856.

Adapted from the Advocacy Centre for Tenants Tipsheet, August 2009.

North and Central Hastings employment law outreach

We are expanding our presence throughout the communities of North and Central Hastings County.

Peter Kerr, our Employment Law outreach worker, has developed a number of employment rights related presentations, which are intended to provide local service providers and interested community members with a working knowledge of various employment rights issues.

These presentations include topics such as Employment Standards, Employment Insurance, Workplace Safety & Insurance Board, and Human Rights in the Workplace.
If you are part of a community organization that may be interested in having one of these presentations given to your organization, please do not hesitate to call Peter at ext 59, or email him at calcgen4@lao.on.ca.

Jessica Michael, Clinic Lawyer

Reaching out through our new Employment Rights Blog

We have started a new blog, which focuses on employment rights issues. This blog is designed to highlight news articles, publications, legislation, and significant court and tribunal decisions that may affect your rights as a worker in Ontario.

Topics range between employment standards, employment insurance issues, workplace safety, and human rights in the workplace.

To view our new blog, visit: employmentrights.blogspot.com. Please note that any information you find on our blog should not be interpreted as legal advice.

Maynooth Madness

We attended the 20th annual "Maynooth Madness." The North Hastings Loggers Games and the Maynooth Fall Fair are part of Maynooth Madness. We had an information booth and display set up at the event.

The event allowed us to reach out into the community to allow people to learn about our services and access legal information pamphlets.

Over 100 people stopped by to find out about our services in North and Central Hastings and to pick up legal information pamphlets.

Peter Kerr, Employment Law Outreach Worker

Clinic to sponsor family law consultation

In partnership with the Law Commission of Ontario, the clinic will be hosting an informal discussion with social service agencies and local lawyers concerned about family law and the difficulties poor clients are having getting the advice and representation they need. For more information, please contact us. The consultation paper can be found at www.lco-cdo.org.

Sexual harassment forum (Continued from pg 1)

Join us to hear this dynamic feminist speaker who has researched and written extensively about women and the law. Dr. Backhouse has been a leader in making phrases such as “sexual harassment in the workplace” familiar to lawyers and non-lawyers alike.

Dr. Backhouse’s presentation will be followed by a panel knowledgeable about the impact of sexual assault and violence against women. The Sexual Assault Centre, Three Oaks Foundation, the clinic and a client testimonial will examine local experiences and alternatives to the criminal justice system as a remedy in sexually based offences. The important role of the Criminal Injuries Compensation Board will be discussed.

Join us at 9:00 a.m. for the keynote speaker, followed by the panel discussion.

At noon we invite you to join us for lunch. Help us to celebrate the work of the legal clinic over the past year, the launch of our new website and the election of our new Board of Directors at our business meeting, starting at 1 p.m.

RSVP required by November 25 for interpretation services for the Deaf. FM devices will be available.

RSVP required by December 1 if you wish to join us for lunch.

Gina Cockburn, Clinic Lawyer

Clinic Executive Director speaks in Ukraine

Michele Leering has just returned from Kyev in Ukraine, where she spoke about community legal clinics in Ontario at an international conference October 15 on "Legal Empowerment of the Poor."

Michele with staff from the IRF and OSI

The conference had been organized by the International Renaissance Foundation (IRF) and the Open Society Institute's Justice Initiative (OSI) to announce new pilot projects to increase access to justice and legal empowerment in Ukraine. She was invited because the Ontario legal clinic system is considered a model for how client and community centred legal services could be delivered.

She explained how the legal clinic does its work, with a particular focus on community development and law reform strategies. The IRF is very interested in the systemic advocacy approaches that the legal clinic takes to the issues affecting poor people. A new Ukrainian law is being developed about legal aid. Ukrainians have a constitutional right to legal aid but there is presently little infrastructure to support legal services delivery.

She also met with staff in a new Public Defenders' Office and an experimental Centre for Consultation and Advice. A legal needs assessment is also being undertaken in four regions of Ukraine, and she was asked to provide some feedback on this. She observed that the commitment of community-based advocacy organizations in Ukraine is inspiring, particularly given the challenges being faced in that country at the present time.

The OSI is considering sponsoring a study tour of Ontario clinics for Ukrainian project staff next year.

Michele Leering, Executive Director/ Lawyer

Sexual harassment in the workplace

Our pre-Annual General Meeting forum this year will deal with issues of sexual harassment in the workplace. Every year we see a growing number of people who are complaining of sexual harassment. This article explains what sexual harassment is and what you should do if you feel that you have been sexually harassed.

What is Sexual Harassment?

"Sexual harassment" means that someone is bothering you by saying or doing unwanted or unwelcome things of a sexual or gender-related nature. For example:

- touching you inappropriately
- making offensive jokes or remarks about women/men
- making sexual suggestions
- staring at/making unwelcome comments about your body
- displaying sexually offensive pictures
- being verbally abusive to you because of your gender

Sexual harassment does not have to be sexual in nature. It can also mean that someone is bothering you simply because you are a man or a woman. Sexual harassment happens most often to women, but it can also happen to men or between members of the same sex.

Usually it is a pattern of behaviour that happens frequently over a period of time. However, a single incident can be serious enough to be considered harassment as well.

What can I do?

If you have been harassed, you could try to tell that person to stop. If it happens at work, one thing you can do is speak to the person's boss or tell your union representative. If it happens in your building, you can notify your landlord.

Although you can try to make the harassment stop, it is not your responsibility alone. Employers, contractors, professional associations, unions, and people who provide rental housing accommodation and other services, have to make sure that sexual harassment does not occur on their property, in their workplaces or in their facilities.

Sexual Harassment can lead to violence

Silence or doing nothing will not typically make sexual harassment go away. Sometimes such behaviour can lead to violence. If you feel uncomfortable or threatened, speak to a person in authority about it (a supervisor, the owner of the store, etc.).

You can choose to file an application at the Human Rights Tribunal of Ontario. If you feel like you're in danger or it leads to violence, you should call the police. You may also contact the Assaulted Women's Helpline, a 24-hour crisis line, at 1-866-863-0511, TTY Toll Free 1-866-863-7868, or visit www.awhl.org for more information.

For more information:

The Ontario Human Rights Commission's *Policy on Sexual Harassment and Inappropriate Gender-Related Comments and Conduct* and other publications are available at www.ohrc.on.ca.

We help individuals who have experienced sexual harassment. You can contact us for information and advice.

Victoria Watts, Clinic Lawyer

(Excerpted from OHRC website article at http://www.ohrc.on.ca/en/issues/sexual_harassment, "Sexual Harassment: Your Rights and Responsibilities")

Hear Dr. Constance Backhouse speak about sexual harassment at a special forum on December 8 at 9:00 a.m. Details are on the front page.

Reporting a workplace accident & what to tell your doctor

Were you injured at work?

If you were injured at work (falling off a ladder, slipping on the floor , carrying a heavy box etc.), you should file a claim to the Workplace Safety and Insurance Board (WSIB). You can also file a claim if you have an injury that was caused by the type of work that you do (a repetitive movement) or if you have an injury that was caused by a workplace exposure (such as a chemical).

You should report your accident, disease, or exposure to your employer immediately. If you need more than minor first aid, your employer must send in a report to WSIB (Form 7).

You must inform the medical personnel that is treating you that the accident happened at work or was related to the job that you were doing. The person treating you should fill out a Form 8 and send it to the WSIB. You must file the claim as soon as possible and no later than 6 months from the date of your accident or the discovery of the work-related disease.

What you should tell your doctor

1. Tell your doctor about your job: where you work; when you started, what your job is, what hours you work, what days you work.

2. Tell your doctor about hazards you are exposed to: Are there harmful chemicals? What equipment do you work with? Do you use or should you use protective equipment?

3. Tell your doctor about your symptoms: how you feel, when the problem started, when you get your symptoms, did you miss time from work because of the symptoms.

You need to inform your doctor of all your health concerns. The list above is just a guide to help you start the conversation with your doctor.

If you have a WSIB claim, you will need ongoing documentation from your doctor showing that you told him/her about your workplace injuries.

We help workers who have been injured at work. Contact us for assistance.

Jessica Michael, Clinic Lawyer

Ground-breaking decision gives E.I. benefits to both parents!

The Employment Insurance (EI) Board of Referees has made a ground breaking decision by granting EI benefits to both parents of newborn twins.

Normally, parents are only allowed to receive parental leave benefits for a combined maximum of 35 weeks of benefits per pregnancy. In this case, however, it was argued that because there were two newborn children, each parent should be entitled to receive separate 35 week parental benefits.

The ruling by the Board of Referees is only applicable in this case. This case may assist with EI law reform efforts to allow 35 weeks of parental leave for each parent if there are twins or multiples born.

Jessica Michael, Clinic Lawyer

Addictions and ODSP

People who have disabling conditions caused by drug and/ or alcohol addiction may now be eligible for benefits from the Ontario Disability Support Program (ODSP).

A recent court decision found that the provincial government was violating the *Ontario Human Rights Code* by not allowing individuals who suffer from addictions to be eligible for disability benefits. This court decision means that a person's addiction must be considered in the ODSP application process and can meet the Act's definition of disability. The provincial government is appealing the court's decision.

For now, people with addictions may be able to get ODSP benefits if they meet the disability test.

ODSP is currently developing a way to make decisions on whether or not people with addictions will meet the definition of disability. This decision making process is supposed to be in place starting this fall. ODSP will start reviewing the application of people with addictions at that time.

The Income Security Advocacy Centre has produced a fact sheet for service providers on this issue. Visit their website, www.incomesecurity.org, or contact the clinic for more information.

Deirdre McDade, Clinic Lawyer

Victims of violent crime

Have you been the victim of a violent crime? Did the crime occur in Ontario?

If so, you may be eligible for a Criminal Injuries Compensation Board (CICB) award. Find out more about CICB by attending our pre-AGM forum described on page 1.

The CICB is a program funded by the Ontario government to provide compensation to survivors of violent crime.

You can apply for CICB if you have suffered physical, mental, emotional or psychological injuries as a result of a crime of violence committed against you such as: assault, sexual assault, criminal harassment, child abuse or domestic violence.

An Application should be made within 2 years of the crime. The CICB can grant extensions of this time limit where there is a good reason (i.e. you were not aware of CICB). If you were injured as a child, the 2-year time limitation does not start to run until you turn 18.

Criminal charges do ***not*** have to have been laid against the offender to make a CICB claim.

The process takes 2 to 3 years. The CICB award money is an exempt asset and will not affect social assistance benefits.

Many of our CICB clients tell us that they experience a sense of closure when they make a CICB claim. Although the CICB decisions themselves remain private, a decision is official recognition that you suffered a crime of violence. This can be very healing, especially if you have had a bad experience in criminal court.

Applications can be obtained by contacting the Board toll-free at 1-800-372-7463. Information about the process can be found on the CICB website www.cicb.gov.on.ca.

You do not need a lawyer to bring a CICB application, but if you are interested in making a CICB claim, we may be able to help you. Please contact us for more information.

Sharon Powell, Law Clerk/Advocate

Belleville and Quinte West Community Health Centre update

Things are moving forward quickly for the Belleville and Quinte West Community Health Centre (CHC)! CHC's Project Manager, Michael Barkley, is working with the site committee to establish possible locations for the new health centre as well as establishing an operational budget.

The CHC is currently in the process of reviewing applications for the position of Executive Director and hopes to have someone in place by the end of the year.

On September 29, 2009 the CHC held its 2nd Annual General Meeting. At this meeting, the financial statement was presented to the membership, as well as a summary of activities carried out by the board sub-committees. The new slate of Board of Directors was also presented and voted on. Replacing Roni Summers-Wickens as Chair is Mr. Michael Piercy. Updates to the membership can be found at their website: www.bellevillequintewestchc.org.

Victoria Watts, Clinic Lawyer

Follow us on Twitter...as we tweet!

We are now on Twitter! Twitter is a social networking tool on the internet which allows users to keep their friends and followers updated on what they are doing at any given time. We already have a number of followers. If you are interested in hearing about what we are doing within our community, come follow us.

Find our twitter account at www.twitter.com/CALCtweets.

Collective Kitchens for Youth program in Quinte West

Are you a youth between 14 to 18 years of age living in Quinte West?

Do you want to learn how to cook nutritious meals on a limited budget?

Do you want to meet new people in a non-threatening, relaxed atmosphere?

Then the *Collective Kitchen for Youth* initiative is for you!

Victorian Order of Nurses (VON) is beginning a *Collective Kitchen for Youth* in the Quinte West Area.

The goal of the program is to teach young people to shop, prepare, and cook healthy meals on a budget, while having fun. The youth will work with fully trained volunteers. Youth will plan the menu, shop, and prepare and enjoy a hot nutritious meal. Youth who are living on their own or with limited financial support are welcome to join the program. This is a free, 6-week program. Contact 613-392-8852 for more information.

Victoria Watts, Clinic Lawyer

REMINDER!

Our Annual General Meeting is December 8, 2009 (see page 1 for details)
Want to be a member of our clinic? Call us or visit our website: www.communitylegalcentre.ca/about/Membership.htm

News and views on the social justice fellowship

In the summer of 2008 the Law Foundation of Ontario awarded the clinic and I a 2009 Community Leadership in Justice Fellowship. I began my sojourn at Osgoode Hall Law School at York University in Toronto in January. Although I was only "in residence" until July, I am continuing to work on Fellowship projects for the remainder of this calendar year. A fuller report on the Fellowship will be available at the Annual General Meeting.

The Fellowship gave me an opportunity to do many amazing things and was even richer than I had hoped it would be. I was able to work directly with law students on a number of projects. They helped me with my research and to update a popular education tool called "The Poverty Game." I also spent time in the classroom, facilitating small groups on social justice and ethical issues, and helping students to develop new skills in reflection. The enthusiasm of law students was invigorating. I was particularly inspired by student-led clubs "Just Law" and "International Legal Partnerships.

Michele Leering at Public Interest Law Day.

I was able to research topics that are about how to provide legal services and meet the legal needs of people living on a low income. These topics included "access to justice" and "critical lawyering", the UN's Legal Empowerment of the Poor project, the operations of Citizen's Advice Bureaus, the promise of collaboration, critiques of legal education, and the concept of "reflective practice" and "transformational learning" as ways to improve legal education and increase engagement of lawyers in social justice work. I appreciated this chance to deepen my understanding and to think about how the insights I gained could be applied to the work of community legal clinics.

A major highlight was the chance to learn more about international research about legal aid and legal services. A focal point for this research was the International Legal Aid Group's conference in New Zealand that I wrote about in the clinic's spring newsletter. The invitation to speak in Ukraine arose from my presentation about the work of Ontario legal clinics at that conference. I've been able to amass a great deal of information about what is working and not working in other countries. In my normal day to day work as an Executive Director, I never would have had the chance to do this research - it has been a great benefit and privilege.

The Equal Justice Conference sponsored by the American Bar Association and the National Legal Aid and Defender's Association held in May was also a terrific opportunity to "think outside the box" and learn more. I focussed at that conference on attending workshops about American Access to Justice Commissions (another research topic) and the use of technology to improve legal service delivery. I was delighted to learn more about Equal Justice Works - a law student engagement project - and the Centre for Legal Aid Education which has wonderful training programs. The dedication and commitment of our southern colleagues to their work in an often "less friendly" political and social climate continues to inspire me - what a passionate group of people!

Michele Leering, Executive Director/Lawyer

Read more about the fellowship experiences in our **2009 Annual report** coming out in December, available at our Annual General Meeting and online on our website.

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Do you prefer to receive **newsletters by email**? Email us at bafflegab@communitylegalcentre.ca

If you would like to support the clinic by **becoming a member**, please contact Lynda, ext 25, or visit our website at www.communitylegalcentre.ca/about/Membership.htm to learn more.

Are you a service provider? You can request copies of our clinic pamphlet for your clients. Please contact Denise, ext 23, or email us at clinicoutreach@communitylegalcentre.ca.

We're on the Web! www.communitylegalcentre.ca

Follow us on twitter! www.twitter.com/CALCtweets

Clinic staff & Board news — Celebrations, comings and goings

Welcome Back to Michele Leering, our Executive Director, who has been on a Fellowship at Osgoode Hall Law School since January 1, 2009.

Welcome to new Clinic Lawyer Samantha Hayward, who joined the clinic in October 2009, and to our new volunteers, Norma Barrett and Chris Fleury.

Goodbye to Emma Barz who has completed her contract and has now joined Legal Aid Ontario in Toronto and to Richard Ferriss who has joined the Community Legal Aid Services Program (CLASP) at Osgoode Hall Law School at York University.

Thank you to our summer student Matthew Johnstone and summer volunteers Matthew Garrett, Melissa Mac Rae and Ken Menlove, who have returned to law school, as well as volunteer Joe Burgess who also returned to school.

Volunteers welcome

The clinic appreciates past volunteers and placement students and thanks them for their hard work and dedication. We need volunteer help with reception, office duties, working with clients, preparing legal education materials and more.

For information about volunteer placement opportunities at the clinic, please check the clinic's website at: www.communitylegalcentre.ca/about/volunteers.htm, or email Lynda Morgan, Volunteer Coordinator, at morganl@lao.on.ca.

The information in this newsletter is not legal advice. If you have a legal problem in any of the areas of law mentioned in this newsletter, please contact the clinic in your area. Go to www.legalaid.on.ca to find a clinic serving you.