

## Preparing your Client for Mediation

June 6, 2022

### Fact Pattern

Julie is a single mom, 23 years old and is in school during evenings to become a dental hygienist

To support herself and her son Jacob she has been working full time at Dr. Miller's office. Dr. Miller is a busy dentist with a specialty in implants. Julie is working as a receptionist at Dr. Miller's office and shares that job with Holly who has been working for Dr. Miller for over 20 years and is fiercely loyal to him. Julie has been working at Dr. Miller's office for 8 months.

In addition to Holly and Julie, Dr. Miller also has two part time dentists who work at his office, three hygienists and three support staff.

Dr. Miller has been paying for Julie's night classes and has promised her that when she completes her training she can work at his office.

When Julie began working for Dr. Miller, he treated her like a daughter, even to the point of having her and Jacob to his house for Sunday dinners. As time has gone on though, Dr. Miller has become more and more familiar with Julie and has begun to take liberties which make Julie very uncomfortable. Dr. Miller has begun speaking to Julie about his marriage and how unhappy he is in his marriage. He has been making comments about how much better suited as a couple he is with her than with his wife and has asked Julie to come with him to a dentists conference in Hawaii. When Julie expressed reluctance to go to the conference with him, Dr. Miller suggested that he may only need Holly for reception and he decreased her hours from 20 per week to 12. Dr. Miller has stopped speaking to Julie at the office. Julie's next payment for her classes is overdue and Dr. Miller has ignored her requests to provide the funding.

Julie is about to start a Human Rights complaint against Dr. Miller and the tribunal has told her about the option of an early settlement meeting. Julie has come to you to ask what to expect at the mediation and how she can best protect herself. She wants to keep working for Dr. Miller but wants things to return to the way they were before Dr. Miller took a special interest in her.