Joël M. Dubois
Partner

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Joël was called to the Bar in 2003. He began his career with Perley-Robertson, Hill & McDougall as an Associate in the Litigation Law Group in 2005. Having gained extensive expertise and successful experience in a diverse range of litigation areas including employment and labour, administrative law, disciplinary proceedings, civil and commercial litigation, Joël was named Partner in 2013.

He is an active member of the firm's police law team and handles many police regulatory matters on behalf of police management. These include discipline proceedings, misconduct prosecutions, human rights complaints, officer injury and accommodation, performance management, and both interest and rights arbitrations. His opinions and legal knowledge are often requested for police operational matters and risk management assessments.

Joël uses his experience and expertise to provide advice and guidance to large and small municipal police services and their boards in a number of key areas, including:

- Conducting prosecutions under Part V of the *Police Services Act*; including appeals to the Ontario Civilian Police Commission.
- Representing police management and defending executive decisions in the public complaint process.
- Representing police management in human rights complaints before the Ontario Human Rights Tribunal.
- Representing police management in rights and interest arbitrations.
- Defending civil claims against the police.
- Representing police services in records applications in criminal proceedings.
- Interpreting changes in provincial and federal legislation and their impact on policing.

He is fluently bilingual and practices law in both official languages.

Perley-Robertson, Hill & McDougall has built its record of delivering the best and most efficient solutions, while minimizing the risks and costs inherent in lengthy dispute resolution, through the expertise and integrity of lawyers like Joël.