



CANADA MENTAL HEALTH REGULATIONS AND COMPLIANCE

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PROGRAM OVERVIEW

Canada's mental health framework is deeply fragmented, with legislative authority resting at the **provincial and territorial level rather than under a single national standard**. For example, **involuntary admission and treatment criteria vary dramatically between jurisdictions**, with some provinces requiring imminent danger to self or others while others use broader deterioration standards. This inconsistency creates legal risk for mental health leaders across Canada.

This certified program will equip you with a comprehensive and practical understanding of Canada's mental health regulatory landscape, enabling you to **confidently navigate provincial Mental Health Acts, the Canada Health Act, and Charter protections**. You will examine legal thresholds for voluntary and involuntary admission, consent and capacity, substitute decision-making, patient rights, anti-discrimination obligations, and the duty to accommodate across healthcare and workplace settings.

Throughout the program, you will develop applied expertise in **privacy and confidentiality compliance under Personal Health Information Protection Act (PHIPA) and related frameworks**, including consent documentation, clinical record standards, breach notification procedures, and secure electronic record management. This program also addresses **occupational health and safety duties, employer responsibilities, return-to-work strategies, and the integration of Employee Assistance Programs within compliant workplace mental health frameworks**.

ACCREDITATIONS



4.8



4.6





PROGRAM OVERVIEW

Beyond core compliance, participants will be equipped with real-life case studies and examples on how to develop and implement **mental health policies and procedures that are aligned with current legislation**. You will also learn effective strategies for **managing involuntary treatment compliance, navigating consent and capacity assessments, conducting workplace psychological safety audits**, and addressing issues arising from regulatory complaints, patient rights tribunals and mental health review board proceedings.

Upon successful completion, you will earn the **Certification in Canada Mental Health Regulations and Compliance**. This industry-recognized certification will validate your expertise in interpreting legislation, safeguarding patient rights, and implementing compliant, rights-based mental health practices — positioning you as a trusted compliance leader in one of Canada's most sensitive and highly regulated service domains.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**MENTAL HEALTH ACT INTERPRETATION
PROVINCIAL LEGISLATION ANALYSIS
INVOLUNTARY ADMISSION COMPLIANCE
VOLUNTARY ADMISSION PROCEDURES**

**CONSENT TO TREATMENT MANAGEMENT
CAPACITY ASSESSMENT TECHNIQUES
ADVANCE DIRECTIVE IMPLEMENTATION
PATIENT RIGHTS SAFEGUARDING**

**CHARTER COMPLIANCE APPLICATION
HUMAN RIGHTS ACCOMMODATION
DUTY TO ACCOMMODATE ANALYSIS
PHIPA PRIVACY COMPLIANCE**

**CONFIDENTIALITY RISK MANAGEMENT
HEALTH RECORDS GOVERNANCE
CLINICAL RECORD AUDIT TRAILS
COMPLIANCE AUDIT READINESS
REGULATORY POLICY DEVELOPMENT**

**INCIDENT REPORTING PROTOCOLS
GRIEVANCE HANDLING PROCEDURES**

YOUR FACULTY DIRECTOR



Carole Dagher

Award-Winning General Counsel

Championing Legal Excellence and Mental Health Awareness

Carole Dagher is a distinguished legal executive and mental health law advocate with over 20 years of experience practicing in Ontario and New York. A graduate of Osgoode Hall Law School, she has held senior leadership roles at Shearman & Sterling LLP, major Canadian financial institutions, and Canada's largest grocery retailer, and formerly served as General Counsel, Corporate Secretary, Chief Administration & Sustainability Officer at HomeEquity Bank. Widely recognized for navigating complex regulatory landscapes, Carole has been **honored with the Law Society Medal (2024), Canadian Lawyer's Top 25 Most Influential Lawyers Award (2025), and the Ontario Bar Foundation Strathy Award (2025).**

A leading voice in mental health within the legal profession, Carole is a **dedicated advocate for the Centre for Addiction and Mental Health (CAMH) and serves on the Steering Committee for its Psilocybin Clinical Trial.** She co-edited *The Right Not to Remain Silent* (2024) and regularly speaks on mental health law, governance, and workplace wellbeing across Canada.

OUR PARTICIPANTS

Over 70% of FORTUNE 500 Companies Have Attended Our Accredited Programs Before





PROGRAM AGENDA

MODULE 1 - OVERVIEW OF MENTAL HEALTH ACT AND ITS OBJECTIVES

- Legislation Overview
- Objectives of the MHA

MODULE 2 - FEDERAL AND PROVINCIAL REGULATORY FRAMEWORKS

- Canada Health Act (CHA)
- Provincial Legislation Breakdown
 - Ontario - Mental Health Act
 - British Columbia - Mental Health Act
 - Alberta - Mental Health Act

MODULE 3 - ROLE OF VARIOUS STAKEHOLDERS IN MENTAL HEALTH SERVICES

- Stakeholders Role
- Collaboration Importance
- Interactive Activity: Case Study Analysis

MODULE 4 - ESSENTIAL COMPLIANCE FRAMEWORKS AND BEST PRACTICES

- Personal Health Information Protection Act (PHIPA)
- Best Practices for Compliance

MODULE 5 - ROLE OF COMPLIANCE OFFICERS IN MENTAL HEALTH SETTINGS

- Key Responsibilities
- Practical Examples

MODULE 6 - POLICIES FOR SAFEGUARDING PATIENT RIGHTS AND CONFIDENTIALITY

- Patient Rights under MHA
- Developing Policies
- Interactive Activity: Role-Playing Scenarios

MODULE 7 - EXAMINATION OF KEY LEGAL PRINCIPLES AFFECTING MENTAL HEALTH CARE

- Involuntary Treatment Overview
- Relevant Case Law Examples
- Canadian Charter of Rights and Freedoms

MODULE 8 - APPLIED LEGAL PRINCIPLES AND ETHICAL CONSIDERATIONS

- Applying Legal Principles within Various Clinical Scenarios
- Best Practices for Documentation and Handling Sensitive Information



PROGRAM AGENDA

MODULE 9 - MENTAL HEALTH IN THE WORKPLACE

- Understanding Employer Responsibilities under Mental Health Legislation
- Strategies for Fostering Mental Wellness at Work

MODULE 10 - ETHICAL DILEMMAS AND DECISION-MAKING

- Common Ethical Challenges in Mental Health Care
- Frameworks for Ethical Decision-Making
- Closing Activity: Group Policy Response Development

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certifications' programs are unique as they provide you with professional charter designations and marks that can be used across your lifetime once you have completed our programs.

Upon successfully completing this program, you will earn the **Certification in Canada Mental Health Regulations and Compliance**, an industry-recognized certification with lifelong validity. This prestigious certification validates your capability in interpreting and applying mental health legislation, implementing robust and defensible compliance frameworks, and advancing legally sound practices across healthcare, workplace, and institutional environments. It elevates your professional credibility and demonstrates a strong commitment to ethical decision-making, patient rights protection, and regulatory excellence within Canada's complex and evolving mental health landscape.

This program is developed by **Chartered Institute of Professional Certifications** and the content of this program has been certified by **CPD Certification Service** as conforming to continuing professional principles.

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