

Ayse Hitchins BA (Hons), Acc. FM (OAFM), CP Med.

Knowledge and Skills

Has an extensive knowledge on the effects of separation and divorce on parents and children, including family dynamics and child development;

Has knowledge on the law pertaining to issues being mediated, including: the provisions of Family Law Act, The Children's Law Reform Act and the Divorce Act;

Has knowledge and skills in assessing the indicators of domestic violence, abuse and power imbalances through procedures and instruments to screen clients before and during mediation, including the statutory obligations to report children who may be need of protection;

Has the ability to use techniques to redress power imbalances while remaining impartial;

Has the ability to assess the degree of power imbalance to determine whether mediation is an appropriate option for particular clients;

Has knowledge of in major trends in case law relating to the issues that arise in separation and divorce;

Has an advanced investigative, interviewing and assessment skills;

Has the knowledge and skills to work with various financial documents relating to support.

Certificates

Child Protection Mediation

Elder Mediation Certificate Candidate

Internship Program completed at the Peel Family Mediation (2003).

This internship provided training for a "Supervisor Position" for the Peel Family and Parent Education Program. Their services include Family Law Information Sessions, Family Mediation, Parent Education Workshops, Research and Training and Family Mediation Internship.

Internship Program Completed at Family Mediation Centre in London, Ontario.

During her three-year internship program Ayse Hitchins has completed well in excess of one hundred hours under the direct supervision of roaster mediators, including the supervision of Director Kathleen Chapman. Between 2000-2003 she has observed, co-mediated and sole mediated numerous cases. She has also provided services in the Family Law Information Centre and in the Family Mediation Centre as a volunteer.

Certificate in Conflict Management. (University of Waterloo)

The successful completion of three courses provided training on comprehensive understanding of the nature of conflict and effective solutions to resolve disputes.

1- 42-hour training program on ADR: Mediation & Negotiation Skills.

2- 14-hour training program on Understanding Conflict.

3- 21-hour Advance Mediation Course

Basic Family Mediation Skills & Mediation & Domestic Violence (AMIO)

15-hour training on Domestic Violence (Instructor Dr. Barbara Landau)

45-hour training on Basic Mediation Skills (instructor Dr. Barbara Landau)

Family Mediation Centre Internal Training (London, Ontario)

4-hour training program in Domestic Abuse in Family Mediation.

This program was conducted by instructors who are Accredited Family Mediators with the Family Mediation Centre.

Advanced Family Mediation (AMIO)

30-hour training course approved by the Academy of Family Mediators and accepted by the Ontario Association for Family Mediation. (Instructor Dr. Barbara Landau)

ADR (Alternative Dispute Resolution) (AMIO & Conrad Grebel College of UW.)

21 - hour training in Alternative Dispute Resolution. (Instructors Dr. Barbara Landau, Sy Landau & Rick Russel)

Mediation I, II & Advanced Mediation (UWO) 63-hour training on Collaborative Conflict Resolution and Mediation Skills. (Instructor Janine Higgins)

Civil Procedure Workshop I and II (AMIO)

Two half day workshops providing training on Civil Procedure for Insurance Claims & Personal Injury and Basic Civil Procedure for Non-Lawyer Mediators.

(Instructors Hugh McKenzie, Gary Furlong & Harold Margles)

Peer Mediation (Peer Power Center, London, Ontario)

18-hour training on Basic and Peer Mediation Skills. This training included the Design and Set-Up of Peer Mediation Models in Public Schools.

Community Justice Circle (The Saint Leonard Society)

22-hour training on Community Justice. This program is designed to provide alternative measures to first time youth age offenders in the community.

Interpersonal Conflict Resolution & Basic Med. (Community Justice Initiatives)

32-hour training on community-base restorative justice through volunteer Community Mediation Services and the Victim Offender Reconciliation Programs.

Family Law Training (Joanne G. Beasley, LL.B. Instructor) 17 .5-hour training in Family Law.

Civil Justice for Non-Lawyer Mediators. 6.5-hours. (Fanshawe College)

80-hour training on Basic Mediation Skills.

DRC (Dispute Resolution Centre), University Of Western Ontario, Faculty of Law.

Group Facilitation (ICA)

16-hours training on Group Facilitation.

Time & Stress Management (Bombardier Aerospace Inc.)

Employment Background

Has an extensive experience, working directly with individuals involved in family breakdown;

Has knowledge and experience in advanced communication and relationship skills;

Has advanced investigative, interviewing and assessment skills, in-depth understanding the dynamics of domestic violence and abuse and the range of community resources available to address issues arising in families where there is abuse;

Has an understanding of the justice system and the court process as they relate to individuals involved in family law disputes and individuals involved in with child protection system;

Has detailed knowledge of various options for resolving family law disputes (including mediation, arbitration and collaborative law) and their advantages and their disadvantages; and

Has detailed knowledge and experience in providing broad range of community and educational resources for referral outside or for use within the mediation process as well as community resources relevant to individuals involved in family law dispute and in child protection matters.

Sept 2003 – March 31, 2014 Employed by Durham Family Court Clinic providing continuous services at The Superior Court of Justice, Family Court in Oshawa, Ontario as an On-Site Mediator.

October 2011- Present: Employed by Peel Family Mediation Services for Ontario and Superior Court of Justice as mediator in Brampton Court.

January 2012- Present: Employed by Legal Aid Ontario for Ontario and Superior Court of Justice as a mediator in Milton Ontario Court.

Worked on over 1700 cases and majority of these cases resulted in full agreement. Provide on-going services as the Information and Referral Coordinator at the Family Law Information Centre in Oshawa and Brampton Courts.

April 2008 to present: Providing continuous service as a Mediator, Trainer and Consultant at PCCS Mediators (pls. see www.pccs.ca for roster details).

July 1991 to present- Trainer and Coach. The training and coaching sessions are designed to provide a unique frame work on Conflict Management & Resolution, Becoming a Person of Positive Influence, Cultural Sensitivity at work Place, Creative Leadership & Management, Creative Communication, Understanding Poverty, and Time and Stress Management. All workshops and training programs are custom designed to serve the need of the clients as well as the community. To date she has designed and conducted numerous workshops on Time and Stress Management, Conflict Management, Cultural Sensitivity in Mediation, Becoming a Positive Influence at Work Place.

June 2000 to September 2003 – Served as a Mediator at the Family Mediation Centre in London, Ontario.

Sept. 97 to Nov.99- Personal Assistant to Field Service Regional Manager, Americas, Airline Services. Regional Aircraft, Bombardier Aerospace.

Education

Bachelor Of Arts with Honors In Social Science, University of Western Ontario, Department of Sociology, 1996.

Faculty of Music and Teacher's College equivalent training in Gazi University, Ankara, Turkey, 1983.

Volunteer Activities

Presently providing services to Sick Kids Hospital in Toronto, Ontario.

Presently serving as a trainer, consultant and coach for The National Conciliation and Arbitration Board of Canada, The Welfare Board of Ottawa.

Served as a Board of Director and as a Mediator at Oakville Dispute Mediators Inc.

Served as a trainer in Conflict Resolution in AB Lucas Secondary School.

A program designed to educate and train youth in grade 12 & 13. 2000 to 2003.

Provided services to the Walpole Island First Nations, Cross-Zone Youth Shelter, Quintin Warner House (Men's Mission), Women's Community House and Dearness (Nursing) Home, Zhaawanong Shelter and

Atenlos (Aboriginal Women's Shelter) Salvation Army, Men's Mission Services 1993 to 2009.

Served as a member in the North Community Justice Circle for the Saint Leonard's Society of London 1999 to 2003.

Served in the publicity committee of LAMA (London Area Mediators Association) 2000 - 2002.

Served in the Crime Prevention Program as a board member. 1994-1996.

Served in the VIP (Values, Influences, Peers) Program, that is designed to educate youth against crime, substance abuse etc. 1994 to 2002.