

Pauline Vengeroff

Education

09.2015 – 04.2019
Ottawa, Canada

Law | LL.L.
University of Ottawa

09.2019 – 08.2021
Ottawa, Canada

Masters of Laws | LL.M.
University of Ottawa

Present
Toronto, Canada

Doctor of Philosophy in Law | PhD
York University, Osgoode Faculty of Law

Academic Activities

05.2016 – 12.2019
Ottawa, Canada

Research assistant
Canadian Research Chair (Occupational Health and Safety Law)

- Assisted Professor Katherine Lippel in conducting research through comprehensive case-law compilation, analysis, and review;
- Conducted legal analysis and review of academic literature to support research endeavors;
- Specialized in labour law and occupational health and safety law, focusing on topics such as occupational diseases, compensation for first responders and nurses, presumptive legislation, stress at work, and traumatic/acute mental stress disorders;
- Conducted in-depth reviews of Quebec and Ontario legislation, including the *Workers Safety and Insurance Act*, *Loi sur la santé et sécurité du travail* (LSST), and *Loi sur les accidents du travail et maladies professionnelles* (LATMP);
- Analyzed decisions (case law) from the WSIB, WSIAT in Ontario, and CNESST;
- Prepared well-researched legal reports, analyzing the current state of legislation and providing recommendations for future changes.

04.2019 – 12.2019
Ottawa, Canada

Research assistant
Health law, Policy and Ethics Department (University of Ottawa, Faculty of Law)

- Supported Professor Colleen M. Flood in conducting research tasks and managing projects;
- Prepared a comprehensive white paper for the Ministry of Ontario eHealth, outlining key insights and recommendations;
- Reviewed and analyzed the legal implications of implementing MyChart (patient portal) in Ontario for all Southern Ontario hospitals;
- Developed a detailed report on potential approaches for governmental, regional, and institutional policy and regulatory frameworks to effectively manage consent and liability issues arising from patient portals;
- Ensured strict adherence to Canadian privacy laws, particularly Ontario's *Personal Health Information Protection Act* (PHIPA), *Freedom of Information and Protection of Privacy Act* (FIPPA), and the *Federal Personal Information Protection and Electronic Documents Act* (PIPEDA).

06.2019 – 08.2019
Ottawa, Canada

Research Publication Writing Reviewer
University of Ottawa

- Conducted thorough review of Professor Patrick Dumberry's draft book on International Investment and Arbitration;
- Expertly edited English grammar, legal terminology, and research content to enhance clarity and cohesiveness;
- Assured adherence to proper legal citation guidelines as per the McGill 9th edition.

05.2018 – 05.2019
Ottawa, Canada

Research Assistant
Justice Institute of British Columbia

- Joint 1-year research project between the Justice Institute of British Columbia and the University of Ottawa Research Chair (K.Lippel) to examine proposed and existing legislation in Canada on mental health and public safety personnel. I supported the legal research for the grant.

03.2018 – 08.2018
Ottawa, Canada

Research Assistant

University of Ottawa, Faculty of Social Science

- Conducted an in-depth analysis of the percentage of university-educated single mothers in Canada who were unemployed, under the guidance of Professor Caroline Andrews;
- Assisted in the design, development, and administration of surveys targeted towards immigrant single mothers in Canada;
- Contributed to the writing process and ensured completion of surveys for immigrant single mothers in Canada, in collaboration with Professor Caroline Andrews.

06.2017 – 06.2018
Ottawa, Canada

Legal Researcher

Children's Hospital of Eastern Ontario - Faculty of Medicine University of Ottawa Research Centre

Supporting Professor Khaled El Emam, I:

- Created a spreadsheet of legal requirements for all provinces and Canadian legislation for anonymization/de-identification of health data;
- Researched international legal requirements for Ireland, Australia, UK, New Zealand, South Korea, and United-States;
- Researched and studied international standards for de-identification (anonymization) of personal health information;
- Wrote comparative reports on varying guidelines internationally (re-identification sanctions, consent requirements, techniques for anonymization/de-identification, minimum standards, etc.).

01.2018 – 03.2018
Ottawa, Canada

Research Assistant

Canadian Federation of Nurses Union

- Assisted Professor Lippel in the preparation of a comprehensive document for the Canadian Federation of Nurses Union (CFNU) outlining the legislation pertaining to workplace violence across different provinces in Canada;
- Developed a professional brochure that was showcased and disseminated at the esteemed annual round-table conference held in January 2018;
- Ensured online accessibility of the brochure, serving as a valuable reference for nurses in Canada to gain knowledge about their rights and specific laws concerning workplace violence.

06.2017 – 09.2017
Ottawa, Canada

Research Supervisor

Piano Pedagogy Laboratory - University of Ottawa Faculty of Music

- Oversaw a team of 4 researchers from the Faculty of Music, directing their efforts in the successful collection of questionnaires for the Orkidstra music program;
- Demonstrated commitment to promoting equitable access to music education for underprivileged youth;
- Fostered seamless collaboration with stakeholders from the 'El Sistema' initiative, ensuring effective communication and synergy for program enhancement.

09.2016 – 05.2017
Ottawa, Canada

Research Student

Undergraduate Research Opportunity Program (UROP)

- Conducted a year-long research project under the guidance of Professor Anne- Francoise Debruche, investigating the impact of Roman Civil law on the Commentaries of Blackstone, which serve as the foundation of Common law;
- Explored the influence of prominent "Romanist" sources on the development and establishment of English common law, adopting a comparative law approach;
- Examined the relationship between Quebec law, a mixed legal system with civil law hailing from the French Romanist tradition and common law from Anglo-Canadian roots, and the role of Roman law in shaping common law;
- Developed a research question focusing on identifying existing remnants of Roman law in contemporary common law and evaluating their adequacy in bridging the two legal traditions that underpin Quebec law.

Professional Activities

07.2023 – present
Toronto, Canada

Bilingual Associate Director

Ernst & Young LLP Canada

Directly supporting the Canadian Chief Privacy Officer and Chief Compliance Officer, I:

- Materially influence **policies, processes, and procedures** to maintain the Firm's **compliance** with privacy laws and regulations in Canada;
- **Review and interpret** legislation to ensure compliance;
- Lead activities related to **data incidents, PIAs, vendor due diligence, access requests, data protection agreements**, etc.;
- Measure and monitor the effectiveness of **tools** and processes, conduct regular monitor and recommend improvements;
- Work with **EY Global** functions, other EY member firms, and local stakeholders for global policies, processes and tools within Canada;
- Travel to **Quebec**, as needed, to provide support for federal and provincial privacy laws, including **Bill C-27 and Law 25**;
- Provide **executive summaries** and support to senior management for **privacy and compliance matters**; and **Coach** and mentor junior employees.

04.2022 – 07.2023
Toronto, Canada

Manager, Data & Model Ethics AI - Legal and Compliance

Thomson Reuters

Reporting directly to the Vice President of Data & Analytics, I was responsible for the global development and strategy for the successful adoption of standards and regulations related to the **ethical use of data and AI** by:

- Acting as the key contact and liaison with **legal counsel**, developing the **strategy for the enterprise wide understanding and adoption of regulatory requirements** for ethical data use and AI – building and owning success metrics;
- **Monitoring and reporting** on the latest developments in legislative and regulatory instruments related to **key ethics principles** – translating into **technical policies** and requirements;
- Working closely with **external** industry leaders, customers, and stakeholder groups to understand **latest regulatory and social trends**, and challenges;
- Working closely with Data and Model stewardship network, Ethics Leads, and stakeholders as a **specialist consultant on data and AI projects across the organization** – advising on **upcoming legal and related trends and compliance** best practices;
- Ensuring that data and AI ethics policies and guiding standards are inclusive of the requirements necessary to meet the growing demands of data and AI related regulation and best practices – drafting new policies where necessary;
- Providing **thought leadership, executive summaries, and insights** on data and **AI ethics** and governance matters to colleagues across the organization – contribute to educational resources;
- **Overseeing and leading** initiatives for international and Canadian AI, privacy, and compliance projects
- Participating in data and AI governance **policy and standard creation, management**, and analyzing potential impacts of policy choices under consideration;
- **Using and understanding governance** activities including oversight mechanisms, documentation, development processes – and **expert** on **standardization** bodies requirements and best practices, such as the **ISO, IEEE, W3C, EU document, and OECD**;
- Working closely with **data management, ModelOps** and traditional **software development** life cycles.

01.2023 – present
Toronto, Canada

Business Law Professor

York University

I currently teach Business Law fundamentals at the School of Continuing Studies.

- Curriculum includes the **legal principles relevant to Canadian businesses, contracts and torts, forms of business organization** (sole proprietorship, partnerships, and corporations). Other topics include **employment, consumer, environmental, real estate, and intellectual property law**;
- I foster an environment conducive to active learning, enabling students to apply theoretical knowledge to practical scenarios;
- Demonstrate exceptional expertise in delivering complex legal information in a clear and concise manner, ensuring students understood and retained the material effectively;
- Use active teaching methods to engage students in lively discussions and critical analysis of intricate legal concepts.

10.2022 – 02.2023
London, United Kingdom

Editorial Legal Researcher

Thomson Reuters

Supporting the editors of Thomson Reuter's *UK Practical Law Data Protection* service for UK lawyers, I conducted research for the annual article *Data protection: What To Expect in 2023* (publication expected for January 2023). Specifically, areas of research include:

- **Anticipated legislative, regulatory and case-law** developments in the field of data protection law in **2023**;
- Checking various UK and EU legal **sources** (legislation and regulatory guidance);
- Reviewing **external sources** such as the Information Commissioner's Office (ICO) and other government websites for information on matters such as **upcoming consultations**;
- Using the EU's **Curia** website to identify forthcoming **Advocate-General Opinions** and **ECJ judgments**;
- Reviewing the **Bailii** and **Lawtel** sites to check for upcoming UK case law.

07.2021 – 04.2022
Toronto, Canada

Privacy Officer - TELUS Health Virtual Pharmacy

TELUS Data & Trust Office: Digital Health

In my position at the TELUS Data and Trust office, I was the Privacy Officer for the first Virtual Pharmacy in Canada, responsible for ensuring legal and pharmaceutical compliance with all provinces. In my role, I:

- Implemented and deployed a **privacy management program** (including training, privacy policies, disaster recovery responses, privacy risk assessments, among others) aligning with provincial **health legislation**, regulatory (pharmaceutical), and legal compliance for all operations in Canada;
- Managed and mitigated **breach** incidents;
- Was the individual responsible for all **pharmacy management systems** (PMS), used in 80% of pharmacies in Canada;
- Worked closely with all stakeholders, provincial and federal **privacy commissioners** and **regulatory boards** for pharmacies in Canada.

03.2021 – 10.2021
Toronto, Canada

Privacy and Risk Manager (Corporate)

TELUS Data Trust Office, Privacy and Innovation

Supported by the Director of Privacy & Innovation, I materially influenced the ongoing development of TELUS' business by:

- Ensuring that business initiatives meet rigorous **privacy, ethical and security** Standards;
- Developing new **internal and external guidance frameworks** for **de-identification** and **synthetic data**;
- Conducting **privacy impact assessments, data risk assessments** and strategic planning as part of the privacy management for businesses;
- Conducting **Privacy Due Diligence** reports for **Mergers and Acquisitions** of TELUS international;
- Ensuring **compliance** with all provincial and federal Canadian privacy laws; as well as the **CCPA, GDPR and HIPAA**;
- Supporting business units in **deploying technology** responsibly and ethically by providing counsel to execute **data handling frameworks**;
- **Educating and advising** on new or existing **data, privacy or ethical uses** and provide strategies to address data governance and privacy;
- Primary support for all of TELUS **Quebec** initiatives, **advising** and in **English and French**, as well as for compliance with Quebec **civil law**;
- Escalating privacy risks promptly and ensure mitigation techniques are implemented; and
- Learning continuously.

03.2020 – 03.2021
Ottawa, Canada

Bilingual Legal Advisor - Privacy Law

Canadian Air Transport Security Authority (CATSA)

Reporting to the Manager of Information Management and Privacy, I provided support and advice on privacy requirements including:

- Conducting full **Privacy impact Assessments (PIAs)** and **organizational reviews**;
- Providing subject matter expertise and advice on potential **privacy implications** of CATSA's Activities through **Privacy by Design** and **GAPP** frameworks for new technologies;
- Supporting the Manager in the development of **PIPEDA** and **Privacy Act** compliant **policy practices, processes and policy documents**, including **notice** and **consent** requirements;
- Facilitating **privacy training** for management and staff to increase awareness and importance of privacy requirements within the organization;
- Conducting **research, analysis and recommendations** for privacy best practices, legislation and regulations.

03.2019 – 01.2021
Ottawa, Canada

Privacy and Legal Advisor (Bilingual) **Statistics Canada, Federal Government of Canada**

Supporting the Chief Privacy Officer of Statistics Canada, I:

- Advised divisions on legal requirements under the *Statistics Act* and *Privacy Act*, and **standards for de-identification and anonymization** procedures with internal and external stakeholders;
- Provided **guidance on Information Security, Classification of Datasets, Cloud Technologies, and Privacy security** best practices for new technologies;
- **Interpreted** laws, regulations, policies, and orders to determine the organization's access and privacy rights;
- Prepared **Privacy Impact Assessments (PIAs)** and ensured legal compliance by making recommendations on mitigative measures;
- Identified, developed, recommended, and/or implemented **business processes** that maintained or improved organizational **privacy compliance**, while meeting functional requirements and maintaining business continuity;
- Served as a member of the security information coordination division;
- Updated and amended **internal policies and directives** to align with the current modernization agenda;
- Supported **Access to Information Requests (ATIP), breach notifications**, and internal **active monitoring** projects;
- Conducted **research** on national and international privacy standards, including the European Union's GDPR.

05.2019 – 12.2020
Toronto, Canada

Board of Directors - Legal Advisor (Advisory Role) **VendorPM**

As founding member of the company, I:

- Responded to routine inquiries with respect to **interpretation of legislation** and regulations affecting the company specific to privacy and data governance;
- Participated in **legal compliance** programs and assist with internal administrative procedures;
- Drafted various documents including **legal opinions, agreements** and reports.

06.2018 – 09.2018
Ottawa, Canada

Consultant **Osler, Hoskin and Harcourt LLP**

Reporting to the senior partner, I:

- Created a spreadsheet of legal requirements for all provinces and Canadian legislation for **anonymization/de-identification of health data** (consent requirements, third-party sharing, etc.);
- Researched international legislative requirements for **de-identification, anonymization** and **privacy** laws in Ireland, Australia, UK, New Zealand, South Korea, and United-States;
- Supported the first anonymization research working group in Canada (CANON) by supplementing research on specific topics.

06.2017 – 03.2018
Ottawa, Canada

Privacy law and Anonymization **Privacy Analytics**

Working with Dr. Khaled El Emam, I:

- Wrote a report examining **South Korean De-identification guidelines**, jointly with the University of Seoul;
- Examined current **risk assessment models for de-identification standards** and provided suggestions for more effective implementation;
- Similar report was written on the European **GDPR**.

Publications and Speaking Initiatives

09.2019

Patient Portals in Ontario: an Overview of Privacy and Liability Issues (Not Yet Published)

University of Ottawa, Centre for Health Law, Policy and Ethics

- Developed strategic approaches for the management of consent and liability issues associated with patient portals within governmental, regional, and institutional policy and regulatory frameworks;
- Implemented proactive solutions to address the challenges posed by patient portals, focusing on consent and liability matters;
- Analyzed and recommended effective policies and regulations to ensure the proper management of consent and liability concerns;
- Collaborated with key stakeholders to devise innovative strategies for the governance of patient portals;

- Assessed and proposed actionable measures within policy and regulatory frameworks to mitigate the potential risks associated with patient portals, particularly in relation to consent and liability issues.

08.2019

**Worker's Compensation presumptive legislation for public safety personnel:
Stakeholder Consultation and Validation Workshop Report
Justice Institute of British Columbia**

https://www.researchgate.net/publication/335404390_Worker%27s_Compensation_presumptive_legislation_for_public_safety_personnel_Stakeholder_Consultation_and_Validation_Workshop_Report

- Conducted a comprehensive analysis of the application of workers' compensation law and policy for PSP with PTSI in BC, along with comparative insights from other jurisdictions;
- Collaborated with researchers from the Justice Institute of British Columbia, the University of Ottawa, and the Canadian Institute for Public Safety Research and Treatment;
- Employed a scholarly and stakeholder-informed approach;
- Examined existing trends, initial impacts, and perspectives on the implementation of presumptive legislation;
- Contributed to the understanding of the rapidly evolving legal and policy landscape surrounding workers' compensation for PSP with PTSI in BC.

04.2018

Occupational Cancer Burden in Ontario Workers' compensation appeal decisions on cancer claims

Canadian Research Chair in Occupational Health and Safety Law

- Conducted an in-depth examination of occupational disease compensation in Ontario for cancer-diagnosed claimants;
- Analyzed and assessed the implementation of policy and regulatory provisions related to access to workers' compensation benefits for the nine "priority carcinogens";
- Highlighted and evaluated the impact of Diesel Engine Exhaust (DEE), Silica (Crystalline), Solar Ultraviolet Radiation in the Workplace, Radon, Arsenic, Welding Fumes, Benzene, Environmental Tobacco Smoke (ETS) at Work, and Asbestos on occupational cancer cases;
- Utilized active research methods to investigate the application of compensation policies to ensure comprehensive and accurate findings;
- Presented detailed findings and recommendations concerning workers' compensation benefits for individuals exposed to the identified carcinogens in the workplace.

06.2018

What can we learn from the portrait of appeal tribunal decisions relating to workers' compensation claims by first responders?

University of Ottawa

- Conducted an in-depth analysis of workers' compensation tribunal decisions in British Columbia, Ontario, and Quebec, with a specific focus on cases involving first responders;
- Defined first responders as professionals encompassed by presumptive provisions in any province, ensuring accurate categorization of study participants;
- Presented comprehensive findings and facilitated discussions on workers' compensation tribunal decisions related to mental disorder claims, spanning from 2010 to 2018, in a study encompassing three provinces;
- Assisted renowned Canadian Research Chair, Katherine Lippel, in conducting legal research and preparing proposed legislative amendments in British Columbia.

03.2017

**Occupational Violence: Navigating the Legal Landscape in Canada
Canadian Federation of Nurses Union**

https://nursesunions.ca/wp-content/uploads/2018/11/Presentation-on-Occupational-Violence_K.Lippel_2018-01-17.pdf

- Acted as a distinguished Guest Speaker at the Canadian Federation of Nurses Union, delivering a presentation on the research findings, as part of the grant;
- Collaborated under the expert guidance of Professor Katherine Lippel to explore the intricate dynamics surrounding the regulation of occupational violence in Canada;
- Conducted comprehensive research, analyzing the various types of violence prevalent in workplaces across all Canadian provinces, while closely examining the factors that contribute to workplace violence;
- Successfully presented in-depth findings to a diverse audience, effectively conveying the significance and implications of the research outcomes.

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| 2023-2024 | Osgoode Hall Law School Elia Scholars Program Nomination |
| 2023-2024 | Osgoode Hall Law School Harry Arthurs Fellowship |
| 2019-2020 | uOttawa – Faculty of Law Hayden-Bogue Scholarship for Graduate Studies in Law |
| 2016 | uOttawa – Faculty of Law Research Student Scholarship – UROP |
| 2014 | uOttawa Admission Scholarship |
| 2014 | uOttawa French Immersion Scholarship |
| 2014 | uOttawa Chancellors Scholarship |

Skills

LANGUAGES

English (Fluent)

French (Fluent)

Russian (Fluent)

COMPUTER SKILLS (LEGAL SOFTWARES)

EndNote

Soquij/Azimut

Filemaker

Canlii

Westlaw

Practical Law

Bailii

Lawtel

Extracurricular Achievements

Graduation of the Royal Conservatory of Music in Piano with Honours | 2015

University of Ottawa Waterpolo Athlete | 2015-2018

University of Ottawa Varsity Swimming | 2018-2019

Swimming: Competitive Swimmer, Top 50 in Canada Ranking | 2014

International Association of Privacy Professionals (IAPP) CIPP/E and CIPP/C

University of Pennsylvania, Privacy Law and Data Protection in the USA | May 2020.