

**MICHELLE L. HAYES, B.S.W., M.S.W., R.S.W.**

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- Areas of Specialty**
- Custody/Access Assessments
  - Parenting Coordination
  - Therapeutic Access
  - Therapeutic Reintegration
  - Individual, Couple & Family Counselling
  - Consultation

**Education**                      **Master of Social Work**                      *Sept. 2001 – Aug. 2002*  
*McMaster University, Hamilton, Ontario*

- Adoption Disclosure and Reunion Thesis
- Member of the Graduate Studies Committee
- Member of the Social Graduate Admissions Committee

**Bachelor of Social Work, Honours**                      *Aug. 1995 - May 1999*  
*University of Windsor, Windsor, Ontario*

- Rotary Club of Windsor Bursary
- Third Year Placement – New Beginnings, Open Custody Facility for Young Offenders
- Fourth Year Placement – Hotel-Dieu Grace Hospital, Community Crisis Centre

**Clinical Experience**                      **SOCIAL WORKER – Private Practice**                      *August 2002 - Present*

- Provide Section 30, Custody and Access Assessments.
- Offer therapeutic assistance to reintegrate access parents into their children's lives with a focus on reintegrating and assisting the development of a healthy relationship between the access parent and children as per court order and in relation to the needs of the children.
- Provide therapeutic intervention services to children, adolescents, and adults using individual, family, and group treatment.
- Completion of focused assessments for specific issues related to children.
- Provide feedback to parents or their lawyers regarding the wishes, preferences, and needs of the children.
- Mediation with families in child abuse, alienation, domestic violence and substance abuse.

**CLINICAL INVESTIGATOR – Office of the Children’s Lawyer**                      *April 2006 – Present*

- Knowledge and experience in issues of separation, divorce and family conflict.
  - Knowledge of child development and experience working with children.
  - Specialized knowledge in child abuse, alienation, domestic violence and substance abuse.
  - Professional experience in conducting assessments and submission of court documents.
  - Superior knowledge of court procedures, relevant legislation and caselaw.
  - Cross-cultural experience.
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**CLINICAL SOCIAL WORKER – ICCS 0-6**  
**McMaster Children's Hospital**

*April 2006 – Feb. 2008*

- Consultation with parent therapists in the delivery of homecare children's mental health services.
- Liaising with community partners on issues of quality and resource development.
- Provision of assessment, treatment, and advocacy to clients while seeking community based services for ongoing, long-term support.
- Ongoing program development and research responsibilities through McMaster Children's Hospital.
- Effective teaching of B.S.W. students, peers and clients with a committed teaching affiliation with McMaster University.
- Collaboration and coordination with multidisciplinary team inclusive of physicians, occupational therapists, physical therapists, behavioural therapists, nurses and social workers.

**CLINICAL SOCIAL WORKER – Catholic Family Services Windsor**

*June 2002-Feb. 2006*

- Assessment, treatment and intervention of treatment plans with individuals, couples and families for matters pertaining to abuse, child rearing and development, adjustment, relationships, alcohol and substance abuse, behaviour and psychiatric issues.
- Assess for the need for crisis intervention services and/or other community social services, as well as the ability to think critically and problem-solve effectively in unfamiliar, multifaceted situations.
- Supervision of B.S.W. Case Managers in the delivery of homecare social work services through the C.C.A.C. including management of quality and financial issues.
- Effective teaching of B.S.W. students, peers and clients with a committed teaching affiliation with the University of Windsor.

**CHILD PROTECTION WORKER**

*Sept. 2001-June 2002*

**Children's Aid Society of Haldimand and Norfolk**

- Investigate allegations or evidence that children are in need of protection.
- Provide guidance, counseling and other services to families for protecting children or for the prevention of circumstances requiring the protection of children.
- To work both individually, as well as in a team setting, with excellent organizational and communication skills.
- Work in collaboration with child and adult mental health services, medical professionals, police and government agencies and to provide comprehensive services for families and children.

**MENTAL HEALTH CRISIS WORKER**

*April 1998-Sept. 2000*

**Hotel-Dieu Grace Hospital**

- Psycho social assessments and intervention skills to work both with the seriously mentally ill, as well as other crisis oriented scenarios by telephone and emergency room, including dual-diagnosis consumers.
  - Counselling and guidance for individuals who attend the hospital with mental health issues or situational crisis.
  - Knowledge of mental health medication, as well as diagnoses, both historic and current, in an attempt to work efficiently within a team setting with multidisciplinary professionals and provide comprehensive services for adults.
  - Ability to identify and access resources on behalf of the consumer in an attempt to provide services and support upon discharge or re-entrance into their community.
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**CHILD PROTECTION WORKER**  
**Windsor-Essex Children's Aid Society**

*May 1999-June 2002*

- Investigate allegations or evidence that children are in need of protection.
- Provide guidance, counselling and other services to families for protecting children or for the prevention of circumstances requiring the protection of children.
- Work in collaboration with community service providers in a team setting, including children and adult mental health services, medical professionals, police and government agencies, to provide comprehensive services and planning for families and children.

**Training**

- Family Law Arbitration, Conrad Grabel, Wilfrid Laurier University, November 2008.
- Parenting Coordination, Dr. Barbara Fidler, October 2008.
- Domestic Violence Screening and Power Imbalances, October 2008.
- Alternative Dispute Resolution, Family Group Conferencing, March 2008.
- Cognitive Behavioural Therapy, Level 1 & 2, McMaster University, 2007.
- Non-Violent Crisis Intervention, Hamilton Health Sciences Centre, 206, 2007.
- Play Therapy: Short Term Models of Healing for Children, Wilfrid Laurier University, 2006.
- Mediation and Conflict Resolution, April 2004.
- Suicide Prevention Workshop, September 2003.
- CAMH Family and Couple Therapy, February 2003.
- Review of Psychiatric Disorders and Medications, Hotel-Dieu Grace Hospital.
- Child Abuse Training, Ministry of Community and Social Services, 2000.

**Presentations**

- Challenging Children, Challenging Times, Anxiety and Children/ Intensive Community Children's Service, McMaster Children's Hospital, Hamilton, January 2008.

**Memberships**

- Ontario Association of Social Workers – 2004 to Present
  - Ontario College of Social Workers and Social Service Workers – 1999 to Present
  - Hamilton/Halton Collaborative Practice Group – 2008 – Present
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