Amanda Lawrence-Patel is a labour, human rights and employment lawyer in Hicks Morley's Toronto office. She advises and works closely with a large number of employers and service providers in the private and public sectors—including universities, school boards and hospitals—on a wide range of matters involving employment, accommodation, labour relations, collective bargaining, access to services and access to education issues.

Amanda's practice has a particular emphasis on achieving practical and expeditious solutions to complex workplace and student issues. This includes providing prompt, insightful and strategic day-to-day advice, and engaging in dispute resolution where appropriate and in litigation where necessary. Amanda is single-mindedly focused on achieving the best outcome for her clients. In so doing, Amanda frequently appears as counsel in labour arbitration proceedings, applications to the Human Rights Tribunal of Ontario and proceedings before the Ontario Labour Relations Board.

Amanda is also recognized as a leader in her legislative compliance practice, with significant experience advising, providing training, and drafting policies and procedures in the public sector, including in respect of financial compensation, sexual misconduct, harassment and discrimination. Amanda is regularly asked to speak at conferences about these matters, including by the Canadian Association of University Solicitors, National Academy of Arbitrators and Osgoode Professional Development. Amanda is also an adjunct faculty member at the University of Toronto.

Amanda is a dedicated member of the firm's Diversity, Equity and Inclusion Committee.

Practice Areas

Employment Law Human Rights Labour Relations

Industries

Education Healthcare Municipalities & Municipal Agencies Retail & Wholesale Trade

Awards & Recognition

Canadian Legal Lexpert® Directory (2024)
Employment Law, Labour Relations (Repeatedly Recommended)

Memberships & Affiliations

Canadian Association of University Council – Member

Canadian Bar Association – Member

The Linden School – Trustee and HR Committee Member

Ontario Bar Association – Executive Member (Education Law), Member (Labour & Employment Law)

University of Toronto – Adjunct Professor

Select Publications & Presentations

“Social Media and the Law” and “Mandatory Vaccine Policies and Litigation: Lessons Learned, Where Are We Now, and Where We Go From Here” Canadian Association of University Solicitors 2022 Conference (June 10–11, 2022)

“Mandatory Vaccination Policies in the Workplace: Lessons Learned” The Eight-Minute Labour Lawyer 2022 (June 2, 2022)

“Settlements After the Bill 124 Moderation Period” Faculty Bargaining Services (May 12, 2022)

“Fall 2021 Vaccination ‘Hot Topics’” Council of Senior Administrative Officers (October 7, 2021)

“COVID-related Topics” Faculty Bargaining Services Webinar (September 27, 2021)

“Damage Awards and Update of Remedial Powers: Past Practice and Trends in the Various Jurisdictions” The Canadian Association of Counsel to Employers Conference (September 21, 2021)

“Vaccination Issues” Council of Senior Human Resource Officers (August 30, 2021)

“COVID-19 Education Law Update – Accommodating Staff and Students” Osgoode Professional Development (May 15, 2020)

Education

University of Toronto, J.D.

Acadia University, B.A. (Hons.)