



Amanda Lawrence-Patel is a labour and employment lawyer in Hicks Morley's Toronto office. Amanda advises both public and private sector employers on a wide range of labour and employment matters, with a particular emphasis on human rights matters in the private, school board and university sectors.

Amanda appears as counsel on a variety of labour and employment disputes, including grievances, human rights applications and complaints to the Ministry of Labour. Amanda also provides clients with ongoing support and advice in matters pertaining to legislative compliance, contract drafting and policy implementation. Amanda frequently provides workplace investigation training and accommodation training to clients at Hicks Morley's internal workplace sessions and she often provides external training on issues such as the duty to accommodate and workplace harassment.

Amanda is a member of the Ontario Bar Association and is an executive member of the Ontario Bar Association's Education Law section.

Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#) [Litigation](#)

Industries

[Education](#) [Healthcare](#) [Hospitality & Gaming](#) [Municipalities & Municipal Agencies](#) [Retail & Wholesale Trade](#)

Memberships & Affiliations

Canadian Bar Association – Member

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

Select Publications & Presentations

“Current Trends and Emerging Issues in Student Discipline” Ontario Bar Association’s Institute (February 6, 2019)

“Work Integrated Learning: Best Practices for Legal Risk Management” Osgoode Professional Development (February 15, 2018)

“The Duty to Accommodate Does Not Require the Removal of Essential Duties” Ontario Bar Association (June 1, 2015)

“Tranchemontagne Test for Discrimination Upheld at HRTO” Ontario Bar Association (January 22, 2015)

Education

University of Toronto, J.D.

Acadia University, B.A. (Hons.)