



Andrew Zabrovsky is a partner in Hicks Morley's Toronto office and is the chair of the firm's Human Rights Practice Group. Andrew advises clients in both the public and private sectors on all aspects of their labour and employment relationships, with a specific focus on human rights litigation, labour arbitration and workplace accommodation issues.

Andrew takes a results-oriented approach to the law, and works with clients to help them achieve their desired outcomes, whether that be through litigation or alternative dispute resolution. Andrew especially enjoys assisting clients with complicated human rights and accommodation issues, and is not afraid to tackle more complex issues that arise through his human rights, labour arbitration, and litigation files. Andrew works extensively with clients to ensure legislative compliance with employment standards and human rights legislation, and he is one of the firm's key resources on compliance with the *Accessibility for Ontarians with Disabilities Act, 2005*. As the chair of the Human Rights Practice Group, Andrew is involved in overseeing many of our firm's client training programs, and he regularly provides training to clients on workplace accommodation and workplace investigations.

In his spare time, Andrew enjoys going for weekend hikes with his wife and their two young children, binge-watching prestige television, and cheering on his beloved Blue Jays and Raptors.

Practice Areas

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



Industries

[Colleges](#) [Education](#) [Healthcare](#) [Hospitality & Gaming](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#) [Technology](#)

Awards & Recognition

The Best Lawyers in Canada™ (2025)

Labour and Employment Law

Canadian Legal Lexpert® Directory (2024–2025)

Employment Law (Consistently Recommended); Labour Relations (Repeatedly Recommended)

Canadian Legal Lexpert® Directory (2020)

Workplace Human Rights

Legal 500 Canada 2018

Labour and Employment Law

Memberships & Affiliations

Canadian Bar Association – Member

Ontario Bar Association – Member

Select Publications & Presentations

“Human Resources Law: The Year in Review” AdvantAge Ontario (January 12, 2023)

“One-Site Order and Paid Sick Leave” AdvantAge Ontario (May 4, 2021)

“Human Resources Law: The Year in Review” AdvantAge Ontario (January 14, 2021)

“COVID-19: Understanding the Implications for HR and Labour Relations” AdvantAge Ontario (May 26, 2020)

“Human Resources Law: The Year in Review” AdvantAge Ontario (January 30, 2020)

Education

Queen’s University, LL.B.



Duke University, B.A.