



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

### 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

“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)

“HRPA Quinte and District Chapter” 21<sup>st</sup> Annual HR Employment and Labour Law Conference (October 29, 2019)

“Policies and Best Practices for Employee Hiring, Integration and Termination” AdvantAge Ontario (September 12, 2019)

“Remedies and Human Rights” Annual Update on Human Rights, Ontario Bar Association (May 29, 2019)

“Addiction in the Workplace – The Nature and Extent of the Duty to Accommodate” Ontario Bar Association Annual Update on Human Rights (May 2019)

“Human Resources Law: The Year in Review” AdvantAge Ontario (January 16, 2019)

“Human Resources Law: The Year in Review” AdvantAge Ontario (January 26, 2018)

“Legal Update on Human Rights and Employment Law” 2017 HRPAs President’s Meeting (January 31, 2017)

“Mental Health – Facing the Challenges to Workplace Inclusion” Frontiers of Human Rights in Canadian Workplaces – Centre for Law in the Contemporary Workplace (September 16, 2016)

“Personal Emergency Leave: Emerging Trends” HRPD Durham Chapter – Employment and Labour Law Conference (June 10, 2016)

“*The Accessibility for Ontarians With Disabilities Act, 2005: Addressing Challenges and Promoting Compliance*” Ontario Bar Association’s INSTITUTE (February 2015)

“Just cause and conflict of Interest: Applying the test from *McKinley*” Canadian Bar Association Labour and Employment Law Section Newsletter (May 2012)

“Compensation in lieu of reinstatement: A deviation from *DeHavilland*” Canadian Bar Association National Labour and Employment Law Section Newsletter (February 2011)

“The Road to Accessibility – *The Accessibility for Ontarians with Disabilities Act, 2005* and the Employment Standard” Ontario Bar Association Newsletter, Volume 12, No. 3 (August 2010)

## **Education**

Queen’s University, LL.B.

Duke University, B.A.