



Evon Gayle is a labour and employment lawyer in Hicks Morley's Waterloo office. He advises employers and management on a wide variety of issues involving labour, employment law and employment equity, human rights and accommodation, occupational health and safety, and anti-racism policy development and implementation.

Evon performs an assortment of work for clients such as drafting HRTO pleadings (including responses and request for an order during proceedings), reviewing and revising employment letters, drafting termination letters for employees and independent contractors and providing strategic advice respecting same, drafting non-disclosure agreements, assuming carriage of grievances, and providing guidance to senior administrative team members.

Evon joined Hicks Morley as an associate in 2020 after previously completing his articles with the firm. Prior to that, he summered with a GTA municipality. While at law school, Evon was an active member of numerous student organizations and the broader community. He received the J.W. Whiteside award for graduating students in recognition of outstanding services to the Faculty of Law and the legal community. Notably, Evon was a first-year legal research and writing teaching assistant, a labour law research assistant, and intern to Judge Jennifer Faunce at the 16<sup>th</sup> Circuit Court in Michigan. He was also a volunteer case worker for two legal aid clinics.

## Practice Areas

[Employment Law](#) [Human Rights](#) [Labour Relations](#) [Litigation](#) [Occupational Health](#) [Workplace Safety & Insurance](#)

## Industries

[Arts & Sports](#) [Colleges](#) [Education](#) [Energy & Utilities](#) [Financial Services](#) [Government Ministries & Agencies \(Federal and Provincial\)](#) [Healthcare](#) [Hospitality & Gaming](#) [Long-Term Care and Home Care](#) [Media & Communications](#) [Municipalities & Municipal Agencies](#) [Professional & Technical Services](#) [Retail & Wholesale Trade](#) [School Boards](#) [Social Services](#) [Universities](#)

## Memberships & Affiliations

Ontario Bar Association – Member (Labour & Employment Law section)

Ontario Bar Association – Council Member (Central South Region)

Canadian Bar Association – Member

Canadian Association of Black Lawyers – Member

## Select Publications & Presentations

Panelist, “Labour and Employment: Canada’s Fastest Growing Area of Law” Black Law Students’ Association of Canada: 31<sup>st</sup> Annual National Conference (February 18, 2022)

“Disconnect from Work” Ontario Municipal Health & Safety Professionals Association (February 11, 2022)

“Legal Update 2021” Stratford & District HR Association (September 22, 2021)

“Creating Accessible Workplaces” National AccessAbility Week (May 31, 2021)

“Emerging Legal Issues and Considerations in the Workplace” NFP (November 25, 2020)

“COVID and Labour Laws” Southwest Central Human Resources Group (November 5, 2020)

## Education

University of Windsor, J.D.

University of Detroit Mercy, J.D.

York University, B.A. (Hons.)