



Kathryn Meehan is an employment and labour lawyer in Hicks Morley's Waterloo office. She represents clients before the courts and administrative tribunals including the Human Rights Tribunal of Ontario, the Workplace Safety and Insurance Appeals Tribunal and the Ontario Labour Relations Board.

Kathryn practises in all areas of labour and employment law, advising a wide variety of employers in the public and private sectors. She works with clients to ensure best practices, delivers training and provides advice on a proactive basis before it becomes necessary to exercise her advocacy skills.

Kathryn graduated as the gold medalist from the LL.B. program at the University of Western Ontario and subsequently obtained her LL.M. from the University of Cambridge, England. Prior to joining Hicks Morley, she completed her Master of Industrial Relations at Queen's University and subsequently worked and taught in the field of human resources. Kathryn spent her articling year as a clerk at the Court of Appeal for Ontario.

Kathryn is very active in her community. She is a frequent speaker on human resources law. She has been a part-time faculty member at Fanshawe College, Conestoga College and the University of Waterloo in their human resources management programs.

## Practice Areas

[Employment Law](#) [Human Rights Information, Data Security & Privacy](#) [Labour Relations](#) [Litigation](#) [Occupational Health](#)  
[Workplace Safety & Insurance](#)

## Industries

[Financial Services](#) [Healthcare](#) [Hospitality & Gaming](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Professional & Technical Services](#) [Social Services](#) [Technology](#) [Transportation & Warehousing](#)

## Awards & Recognition

### **Canadian Institute for Advanced Legal Studies (2004)**

Awarded a full scholarship to obtain her Master of Laws at the University of Cambridge

## Memberships & Affiliations

Human Resources Professionals Association of Ontario – Board of Directors, Grand Valley Chapter

Human Resources Professionals Association of Ontario – Former Member of the HRP A Appeals Committee

Conestoga College – Member of the Program Advisory Curriculum Committee

The Advocates' Society – Member

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

Waterloo Region Law Association – Member

Canadian Bar Association – Member

## Select Publications & Presentations

Panelist, “Ally is a Verb: Addressing Harassment and Discrimination” Canadian Association of Counsel to Employers Human Rights Committee: Anti-Racism and Anti-Oppression Webinars Series (February 15, 2022)

“Employee Relations PNG – Legislation and Case Law Update” Human Resources Professionals Association, Grand Valley Chapter (November 27, 2018)

“19<sup>th</sup> Annual Employment Law Summit” Law Society of Ontario (October 30, 2018)

“Legal and Practical Implications of Legalized Marijuana for Employers” Canadian Association of University Business Officers Conference, Vancouver (June 10–12, 2018)

“A New Era in Workplace Safety and Insurance Law” Ontario Bar Association Professional Development (May 16, 2018)

“Legal Update” South Central Human Resources, Kitchener (November 6, 2015)

“Off Duty Misconduct” Canadian Bar Association, Webinar (October 15, 2015)

“Disability Insurance Claims – Untangling the Issues” Lancaster House, Webinar (October 8, 2015)

“Legal Update” Human Resources Professionals Association, Grand Valley Chapter (September 22, 2015)

“Employment Law Update” Human Resources Professionals Association, Grand Valley Chapter (September 17, 2015)

“Amendments to the *Employment Standards Act*” *International Employment Law Newsletter* (July 24, 2015)

“Top Five Human Rights Decisions of 2013” Canadian Bar Association – *Perspectives* (March 2014)

“Random Drug Testing, Absent Reasonable Cause, Violates Collective Agreement” Ontario Bar Association, Vol. 12, No. 2 (April 2010)

“McGill University Health Centre: Some clarification on discrimination and the duty to accommodate” *Canadian Labour and Employment Law Journal*, Vol. 13, No. 3 (2006–2007)

“Falling Through the Cracks: The Law Governing Pregnancy and Parental Leave” *Ottawa Law Review* 35(2); 211–254 (2004)

## **Education**

University of Western Ontario, LL.B.

University of Cambridge, LL.M.

Queen’s University, B.A., M.I.R.