



Kathryn Meehan is an employment and labour lawyer in Hicks Morley's Waterloo office. She frequently represents clients before the courts and administrative tribunals including labour arbitrations, 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 a former proud member of the Canadian Armed Forces where she served as an officer in the Naval Reserves.

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 the University of Waterloo, Fanshawe College, and Conestoga College. She currently sits on the Board of Directors of the HRPA Grand Valley Chapter.

Practice Areas

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

Industries

[Colleges](#) [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

Canadian Legal Lexpert® Directory (2023–2025)

Labour Relations (Consistently Recommended)

Canadian Legal Lexpert® Directory (2024–2025)

Employment Law (Consistently Recommended)

Memberships & Affiliations

The Advocates' Society – Member

Canadian Bar Association – Member

Conestoga College – Member of the Program Advisory Curriculum Committee

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

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

Ontario Bar Association – Member (Labour & Employment Law)

Waterloo Region Law Association – Member

Select Publications & Presentations

“Annual Arbitration Activity Update” Coordinating Committee Vice-Presidents Human Resources Conference (November 3, 2023)

“Litigating Harassment Claims” Ontario Municipal Human Resources Association’s Inclusive Society and the New Employer Webinar Series (December 8, 2022)

“Employment, Labour and Safety Legislative Update” Human Resources Professionals Association, Grand Valley Chapter: Annual Business Meeting and Legal Update Panel (May 11, 2022)



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)

Education

University of Western Ontario, LL.B.

University of Cambridge, LL.M.

Queen’s University, B.A., M.I.R.