



Melissa Roth, a lawyer in Hicks Morley's Waterloo office, regularly advises and represents private and public sector employers on a wide range of issues including human rights, wrongful dismissals, employment contracts, grievance arbitrations, collective agreement negotiations, policy development, workplace investigations and occupational health and safety.

An active member of the firm's Human Rights practice group, Melissa regularly appears before the Human Rights Tribunal of Ontario helping clients deal with claims of discrimination, accommodation and harassment. She also represents clients in court on civil litigation matters.

Melissa is always prepared to answer her clients' day-to-day enquiries as she recognizes the unique challenges of managing employees and maintaining a productive workplace. She can provide advice to her clients in both English and Spanish, which assists her in working effectively with all levels of management in various multi-national corporations.

Melissa also works with numerous employer groups and professional organizations where she appears as a frequent speaker, providing strategic and proactive human resources advice.

## Practice Areas

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

## Industries

[Construction](#) [Financial Services](#) [Healthcare](#) [Hospitality & Gaming](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Transportation & Warehousing](#)

## Memberships & Affiliations

Human Resources Professional Association, Grand Valley Chapter – Member and Chair, Executive Night

Waterloo Law Association – Member

Ontario Bar Association – Member (Constitution and Civil Liberties, and Labour & Employment Law Sections)

Canadian Bar Association – Member (Constitution and Civil Liberties, and Labour & Employment Law Sections)

## Select Publications & Presentations

“Legal Update” South Central HR Association (June 2017)

“Attendance Management Programs and Avoiding Legal Pitfalls” Grand Valley HRPAA Peer Networking Group (May 30, 2017)

TMMC Human Resources Supplier Forum (April 7, 2017)

“Attendance Management Programs and Avoiding Legal Pitfalls” Guelph and District HRPAA Employee Relations Peer Networking Meeting (April 27, 2017)

“Update on Agricultural Labour Matters Since Supreme Court of Canada Decision in *Fraser*” Agricultural Law Practice Group (June 2016)

“Legal Update 2015” South Central HR Association (November 2015)

“Legal Update” ILSM Network (October 2015)

“Legal Update 2015” Guelph HRPAA (September 2015)

“Legal Update 2015” Grand Valley HRPA (September 2015)

“Employment Law Update” Auto Supplier Forum (September 2015)

“Legal Update” Auto Supplier Forum (April 2015)

“Legal Update” Auto Supplier Forum (February 2014)

## **Education**

University of Western Ontario, M.A., J.D.

York University, B.A. (Hons.)