



Nadine Zacks is a labour and employment lawyer in Hicks Morley's Toronto office. She provides advice and representation to public and private sector employers on a wide range of labour and employment issues including grievance arbitrations, wrongful dismissals, employment standards, employment contracts, human rights and accommodation, disability management, and occupational health and safety. Nadine has acted for multiple healthcare clients on all aspects of human resources law.

Nadine regularly appears before tribunals, arbitrators, mediators and courts to advocate for her clients. When not litigating for her clients, Nadine provides proactive, practical solutions for employers, helping them navigate the nuances of the laws applicable to their workplaces. Nadine often advises on workplace policies and provides training sessions to clients.

Nadine is chair of the firm's Occupational Health and Safety group and regularly assists clients with responding to and defending orders and charges under the *Occupational Health and Safety Act*.

Practice Areas

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

Industries

[Colleges](#) [Education](#) [Financial Services](#) [Healthcare](#) [Hospitality & Gaming](#) [Manufacturing](#) [Media & Communications](#) [School Boards](#) [Universities](#)

Memberships & Affiliations

Canadian Association of Counsel to Employers – Member

Ontario Bar Association – Member (Civil Litigation and Labour & Employment Law Sections)

Canadian Bar Association – Member

Select Publications & Presentations

“Returning to Work – Employer Considerations and Workforce Management Strategies” Ontario Bar Association (May 5, 2020)

“COVID-19 and Your Association, Meetings and Events” Redstone Agency (March 19, 2020)

“Workplace Violence Update” Colleges of Ontario Occupational Safety Health Administrators, Centennial College (October 23, 2019)

“OHS Session: Deep in the Trenches: Practical Tips in Defending OHS Charges” Canadian Association of Counsel to Employers (CACE) 16th Annual Conference (September 12, 2019)

“2019 AMO Annual Conference” Association of Municipalities of Ontario (August 19, 2019)

“Keeping Workers Well 48th Annual Conference” Ontario Occupational Health Nurses Association (June 6, 2019)

“Requiring Proof of Eligibility to Work in Canada on a Permanent Basis Discriminatory” Employment and Labour Law Reporter (2018)

Speaker, National Conference on Campus Mental Health for Higher Education Administrators (May 26, 2017)

“Harassment in the Workplace – Understanding the New Obligations” Law Society of Ontario, Toronto (March 28, 2017)

“Bill 132 – Sexual Violence and Harassment Action Plan Act” Ontario Association of Fire Chiefs (O AFC) Labour Relations Seminar (January 18-19, 2017)

“Bill 132 and the relationship to OHSA” Colleges of Ontario Occupational Safety Health Administrators, Seneca College (October 27, 2016)

Education

University of Toronto, J.D. (*Hons.*)

McMaster University, B. A & Sc. (*Hons.*)