



Njeri Damali Sojourner-Campbell is a creative and practical problem solver.

She regularly defends employers at the Human Rights Tribunal of Ontario, at labour arbitrations, at the Workplace Safety and Insurance Tribunal and in courts.

She assists employers to proactively reduce liability and reputational harm through policy design, robust workplace investigations, and employee training.

Njeri also supports clients in the development of advanced inclusion and equity policies and programs pursuant to the Ontario *Human Rights Code*, *Employment Equity Act* and *Education Act*.

Prior to her legal career, Njeri was employed as a Human Rights and Diversity Advisor at Humber College. She combines this practical experience with her legal knowledge to provide holistic legal service.

Njeri regularly delivers seminars at the following annual learning events:

- Human Rights Certificate Program; Osgoode Hall Law School – Professional Development

- Introduction Critical Race Theory, Osgoode Hall Law School
- Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (“CAPDHHE”), annual conference

When she was called to the bar, she founded UJIMA Mentorship Circle, a supportive space for junior lawyers and law students.

In her spare time, she can be found in a quiet spot in the city, sipping tea, and reading science fiction.

## Practice Areas

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

## Industries

[Colleges](#) [Education](#) [Financial Services](#) [Government Ministries & Agencies \(Federal and Provincial\)](#) [Healthcare](#) [Hospitality & Gaming](#) [Municipalities & Municipal Agencies](#) [School Boards](#) [Social Services](#) [Universities](#)

## Awards & Recognition

**Dean’s Gold Key Award (2014)**  
Osgoode Hall Law School

**Stringer LLP Essay Prize in Labour Law (2014)**  
Osgoode Hall Law School

**National Employment Law Council Academy (2019)**  
Fellow

## Memberships & Affiliations

Canadian Bar Association – Member

Black Female Lawyers Network – Member

Black Female Lawyers Network – Member, Board of Directors (2017-2018)

Canadian Association of Black Lawyers – Member

The Advocates' Society – Member

## Select Publications & Presentations

“Update on Accommodations” Annual Update on Human Rights, Ontario Bar Association (May 29, 2019)

“Workplace Investigations” 17th Annual Current Issues in Employment Law, Ontario Bar Association (May 9, 2019)

“Equity in Education” Durham Catholic District School Board (November 7, 2018)

“Hamilton-Wentworth District School Board (HWDSB) Director’s System Leaders Breakfast” HWDSB (August 28, 2018)

“Human Rights Remedies *in Practice*”, Osgoode Certificate in Human Rights Theory and Practice (May 11, 2018)

“Developments in Canadian Academic Law – Six Minute Updates”, Annual Conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (May 8, 2018)

“Human Rights Legislative and Policy Framework for the Education Sector” – Employee Training, an Ontario College (May 7, 2018)

“Equity in Education: *Practically Speaking*” – Keynote Presentation – Ontario Public Supervisory Officers’ Association (May 3, 2018)

“Towards an Intersectional Approach to Accommodating Gender Identity and Gender Expression: Case Law Update and Workshop” CAPDHHE 2017 Conference, Faculty of Social Science Building (FSS), Ottawa (June 8-9, 2017)

“Exploring Systemic Discrimination” Osgoode Certificate in Human Rights Theory & Practice,



Toronto, (May 10, 2017)

Case Law Highlights Panel, OPSBA's Labour Relations and Human Resources Symposium, Toronto (April 7, 2017)

"Effective Investigations: Making The Case For Student Discipline" Whitby (March 29, 2017)

The Black Law Students' Association of Canada (BLSA Canada) Career Fair (February 9, 2017)

"Progressive Discipline in the Unionized Environment – Toronto" (January 30, 2017)

"Gender Expression and Gender Identity under the Ontario Human Rights Code: A College's Duty of Accommodation" Equity & Inclusion Specialist Program: College Administrators, Centennial College (October 21, 2016)

"Accommodating Gender Identity and Gender Expression" Equity & Inclusion Specialist Program, Centennial College (October 16, 2016)

"Sexual Violence & Bill 132" Emerging Issues in University Governance and Academic Administration, Hicks Morley (May 18, 2016)

"Making a Way: Mentorship and Career Sponsorship in the Age of Diversity" 2016 Annual National Conference of the Black Law Students Association of Canada (February 12, 2016)

"What's in a Name? Gender Identity, Gender Expression and the Duty to Accommodate for College Registrars" Committee of Registrars, Administrators and Liaison Officers Annual Conference (November 12, 2015)

"Diversity, Change and Conflict Management" Annual Conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education, Co-presented with Catherine L. Peters (May 20, 2015)

## **Education**

Osgoode Hall Law School, York University, J.D.

York University, M.Ed.

York University, B.A. (Hons.)