



Scott Williams is a labour, employment and privacy lawyer in Hicks Morley's Toronto office and is the chair of the firm's Information, Data Security and Privacy Practice Group. He advises a wide variety of employers on all issues related to labour and employment and information and privacy matters in both unionized and non-unionized settings.

Scott represents employers in collective bargaining and advocates before labour arbitrators, the Ontario Labour Relations Board, the Human Rights Tribunal of Ontario and the Information and Privacy Commissioner. He provides his clients with strategic advice on policy and practice development, and he delivers seminars in all areas of his practice. He values his clients' time and uses a straightforward approach to simplify and resolve even the most complex matters.

In his spare time Scott enjoys adventure travel, photography and hikes with his family and hyperactive dog.

Practice Areas

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

Industries

[Arts & Sports](#) [Construction](#) [Education](#) [Energy & Utilities](#) [Healthcare](#) [Manufacturing](#) [Municipalities & Municipal Agencies](#) [Retail & Wholesale Trade](#) [Social Services](#) [Transportation & Warehousing](#)

Memberships & Affiliations

Canadian Association of Counsel to Employers – Member

Ontario Bar Association – Member (Privacy and Labour & Employment Law sections)

Select Publications & Presentations

“The Bumpy Road to Accessing Employee Medical Records – Privacy Potholes and Roadblocks” Law Society of Ontario (June 24, 2021)

“Institutions and Custodians: The interplay between (M)FIPPA and PHIPA in regulating personal health information” 2019 Ontario Connections Conference (May 29, 2019)

“Balancing Information Access & Privacy” 2018 Municipal Information Access and Privacy Forum (November 30, 2018)

“Access, Privacy, Information Security & Records Management Conference” 2018 Ontario Connections (June 2018)

“FOI and Electronic Records” 2017 Ontario Connections Conference (June 6, 2017)

Education

Queen’s University, LL.B.

University of Western Ontario, B.A. (Hons.)