

Ashley Lattal

Lattal Law • First Canadian Place, 100 King Street West, Suite 5700 • Toronto, ON M5X 1C7 • (416) 915-4192 • ashley@lattallaw.com

Work Experience

Lattal Law, *Lawyer, Workplace Investigator, Mediator.*

- Conduct workplace investigations of complaints of workplace misconduct, including sexual harassment, discrimination, bullying, poisoned work environment, workplace violence, theft, misuse of property, and other workplace misconduct in unionized and non-unionized environments in a wide variety of industries, including municipalities, the Ontario Public Service, manufacturing, health care organizations, and university institutions.
- Provide mediation and restoration services in the context of workplace conflict and civil lawsuits.
- Conduct workplace culture assessments.
- Conduct training on conflict management, harassment, discrimination, and workplace investigations.

Shearer Lattal LLP, 2014-2017, *Lawyer, Workplace Investigator, Mediator.*

- Founding partner of firm specializing in workplace investigations and mediations.
- Conducted investigations into complaints of sexual harassment, discrimination, bullying, poisoned work environment, workplace violence, theft, misuse of property, and other workplace misconduct.
- Provided workplace mediation services, workplace assessments, training, and workplace restoration.

Ontario Mandatory Mediation Program, *Roster Mediator.*

- Act as a mediator for civil litigation cases in Toronto for the Ontario Mandatory Mediation Program.

Osgoode Hall Law School, 2013-present, *Instructor.*

- Supervise and instruct law students enrolled in the Intensive Mediation Clinic.

Bruder Springstead, *Litigation Counsel*, October 2012- July 2014.

- Managed civil litigation files.

Lax O'Sullivan Scott Lisus, *Litigation Associate*, October 2003- May 2012.

- Acted as counsel on all aspects of wide range of litigation cases, including areas of employment, human rights, contract, shareholder liability, environmental, defamation, and professional liability. Practice involved a focus on employment

matters, including wrongful dismissal cases and providing general advice to employers. Attended court hearings, mediations, discoveries, cross-examinations.

Lancaster House, *Writer and Editor*, Summer 2003.

- Wrote articles for monthly publications on developments in employment law.

Bennett Jones, *Articling Student*, September 2002-May 2003.

- Assisted on wide range of litigation work, including trial preparation and attendance.

Sonnenschein, Nath & Rosenthal, Washington, D.C., *Associate.*, Aug. 2000- Apr. 2002

- Assisted on all aspects of trial on multi- billion dollar government contract litigation. Work on bankruptcy, communications, patent, employment and class action cases.

Immigration Advisory Service, London, England, Fall 1999, *Legal Intern.*

- Assisted asylum seekers and refugees seeking to remain in England.

Tompkins County Human Rights Commission, Ithaca, NY, 1998-1999, *Legal Intern.*

- Investigated and conducted research on discrimination claims.

Education & Certifications

LL.M., Osgoode Hall Law School, in Alternative Dispute Resolution (June 2015)

J.D., Cornell Law School, *Specialization International Law*, May 2000

LL.B. Equivalency, National Committee on Accreditation, June 2002

B.A., Miami University, Oxford, Ohio, 1996

Certificate in Workplace Investigation, Human Resources Professional Association

Certificate in Dispute Resolution, York University

International Programs

Université de Montpellier, France, 1994-95

Cambridge University, England, Summer 1993

Centro Lingua Italiano Calvino, Florence, Italy, Spring 1997

Université de Paris (La Sorbonne), Paris, Summer 1998 (International law study)

London Law Programme, London, England, Fall 2000 (International law study)

Bar Admissions

New York, January 2001; **Washington, D.C.**, February 2002; **Ontario**, September 2003

Community Involvement

Hester How Daycare Centre, Board of Directors. 2010-2012. Attended all meetings and served as Vice President and Secretary and member of marketing, policy and personnel committees for this not-for-profit early child education centre.

Child Advocacy Project Education Law Program (PBLO), Volunteer Lawyer. 2011-2012. Acted as counsel to low income families to safeguard the public education rights of children with disabilities and ensure due process in education legal matters.

Professional Organizations

Law Society of Upper Canada

ADR Institute of Ontario

Association of Workplace Investigators

Publications

Effectively Communicating the Outcome of a Workplace Investigation: A Critical Step, OBA Labour and Employment Section Newsletter, July 2015, www.oba.org

Improving Organizational Conflict Management with Early, Proactive Alternatives to Investigation, ADR Institute of Ontario newsletter, Fall 2015

Navigating the World of Networking for Women: Five Quick Tips for Women, Women's Law Forum, November 2015, www.oba.org (co-author Erin Cowling)

When Does Privilege Apply to Workplace Investigations Conducted by External Lawyers?, Canadian Lawyer In-House magazine, January 2016

The Hidden World of Unconscious Bias and Its Impact on the "Neutral" Workplace Investigator, Journal of Law and Policy (Brooklyn Law School) (December 2016)

Interests

Painting. Exhibiting Artist in juried art shows (*Artscape Distillery Art Market*, Toronto, September 2011; *Queen West Art Crawl*, Toronto, September 2012, 2013, 2015). Also sell paintings on a commissioned basis.

Languages

Proficient in written and oral French.