

Mitchell Smith

Partner

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Labour & Employment
Employment Disputes
Commercial Arbitration
Commercial Litigation
Human Resources & Labour Relations

Mitchell Smith is an employment lawyer and civil litigator. Mitchell frequently advises employers on their day-to-day employment issues and litigates a breadth of employment, commercial and contractual disputes.

Mitchell appears in all levels of court in Ontario and in private arbitration.

Mitchell frequently provides advice on and litigates departed employee disputes (non-competition and non-solicitation, fraud/theft of confidential information), wrongful dismissals, and employee departures involving executive shareholders. Mitchell also acts as employment counsel on corporate transactions.

Experience

- Obtained a precedent setting productions order against departed employees and their employer in an unlawful competition case
- Acted as vendor employment counsel on a $320 million acquisition
- Obtained a Mareva injunction as counsel for a large automobile parts manufacturer in an employee fraud case

Beyond Our Walls

Professional Involvement

- Committee Member, Canada Paralympic Swimming

Awards & Recognitions

- Recognized in the 2027 (and since 2025) editions of *Best Lawyers in Canada* (Labour & Employment)
- Recognized in the 2027 edition of *Chambers Canada* (Employment & Labour (Ontario))
- Recognized in the 2025 edition (and since 2024) of *The Canadian Legal Lexpert Directory* (Employment Law)
- Recognized in the 2026 and 2023 editions of *Best Lawyers: Ones to Watch in Canada* (Labour & Employment)

Bar Admission & Education

- Ontario, 2012

- JD, Bond University, 2009
- MSc, Biology, University of Windsor, 2006
- BSc (Honours), Biology, Queen's University, 2004

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