



## Kate Dearden

### Partner

T 416.367.6228  
F 416.367.6749  
Toronto  
[KDearden@blg.com](mailto:KDearden@blg.com)

[Employment Disputes](#)  
[Human Rights](#)  
[Workplace Harassment](#)  
[Education](#)  
[Human Resources & Labour Relations](#)

Kate's practice focuses on education law, labour relations and employment law. She advises employers on a range of workplace matters, including:

- Investigations;
- Wrongful dismissal and employment litigation;
- Legislation and case law;
- Policies and contracts;
- Risk and crisis management;
- Labour arbitration and collective agreements; and
- Discipline and performance management.

Kate's clients include a range of public- and private-sector employers, including school boards, independent schools and post-secondary institutions. She advises on student discipline, disability accommodation, human rights, freedom of information, staff misconduct and special education.

Kate also represents clients before courts and administrative tribunals, including the Human Rights Tribunal of Ontario, the Ontario Labour Relations Board, the Ontario College of Teachers, and the Child and Family Services Review Board.

## Experience

- Acted for Virtu Financial (NASDAQ: VIRT), a leading provider of financial services and products that leverages cutting-edge technology, in its sale of MATCHNow marketplace to Cboe Global Markets.

- Represented Toronto Catholic District School Board in *MX v. Toronto Catholic District School Board* 2020 HRT0 874
- Counsel for the Defendant/Moving Party in *D'Angelo v. Regional Municipality of Niagara*, 2020 ONSC 5166
- Represented The Humber College Institute of Technology and Advanced Learning in *Weinstein v. HMQ*, 2020 ONSC 485
- Counsel to the York Catholic District School Board in *LY and PY v York Catholic District School Board*, 2019 CFSRB 69
- Counsel to Hotel Dieu Grace Hospital in *Speelman v. Hotel Dieu Hospital*, 2014 HRT0 204
- Counsel for the Respondent in *Aletkina v. The Hospital For Sick Children*, 2014 ONSC 716
- Counsel for Aon Reed Stenhouse Inc. in *Chander v. Aon Reed Stenhouse Inc.*, 2014 HRT0 83
- Counsel for Dufferin-Peel Catholic District School Board in *Marshall v. Dufferin-Peel Catholic District School Board*, 2013 HRT0 256
- Counsel for St. Michael's Hospital in *Moreland v. St. Michael's Hospital*, 2013 HRT0 140
- Advising management clients on employment matters, including provincial legislation, policies and contracts, wrongful dismissal claims, health and safety, injunctions and investigations.
- Advising on labour relations matters, including grievance arbitration, collective agreement interpretation, certification applications and unfair labour practice applications.
- Advising and advocating on behalf of public sector organizations, including boards of education, post-secondary institutions, hospitals and health-related entities, and not-for-profit corporations.

## Insights & Events

- Author, "Arbitrator Rules Requirement For Updated Pastoral Reference Was Reasonable To Ensure Catholicity Of Education", BLG Article, March 2019
- Author, "Making Ontario Open For Business Act, 2018 Could Close The Door On Bill 148", BLG Article, October 2018
- Author, "Ontario Government Proposes To Allow Cannabis Smoking And Vaping In Public Places", BLG Article, October 2018
- Author, "Recent Changes To Path To Cannabis Legalization", BLG Article, September 2018
- Author, "Court of Appeal Overturns Ruling That Denying Coverage for Medical Cannabis Constitutes Discrimination", BLG Article, June 2018
- Author, "Cannabis Legalization Likely Delayed To End Of Summer 2018", BLG Article, March 2018
- Author, "Ontario Government Introduces Legislation to Cap Public Sector Wage Increases", BLG Article, June 2019
- Author, "New Regime For Marijuana Will Impact Canadian Schools", BLG Article, June 2017
- Author, "Commission Releases Policy Statement On Religious Accommodation In Schools", BLG Article, June 2017
- Author, "Disabled Worker Wins Discrimination Claim After He Was Denied Coverage for Medical Marijuana", BLG Article, March 2017
- Author, "2017: Looking Ahead", BLG Article, January 2017
- Author, "Cannabis Report Recommendations Would Delay Legalization to 2018 or 2019", BLG Article, January 2017
- Author, "No Drug or Alcohol Testing After Employee Hits Parked Car", BLG Article, February 2016
- Author, "Court Dismisses Track Student's Negligence Lawsuit Against School Board, Track Coach And Principal", BLG Article, October 2016
- Author, "Education Law Newsletter - Fall 2018", BLG Article, September 2018

- Author, "The New Provincial Government has Postponed the Implementation of the SFOA Indefinitely", BLG Article, June 2018
- Author, "Get Your Calculators Out: Ontario Government Reverses Public Holiday Pay Formula Imposed by Bill 148", BLG Article, May 2018
- Cannabis Legislation Likely Delayed to End of Summer 2018,
- Co-presenter, "Cannabis on Campus," CAPSLE (Canadian Association for Practical Study of Law in Education), 2018
- Author, "Federal Government Announces Expansion Of Parental Benefits And Other Leave-related Changes Under Ei", BLG Article, November 2017
- Author, "Ontario Government Introduces Cannabis Legislation", BLG Article, November 2017
- Author, "Ontario Government Announces Public Hearings On Bill 148", BLG Article, June 2017
- Author, "Ontario Government Will Proceed With Major Changes To Employment And Labour Laws", BLG Article, May 2017
- Author, "Final Report Of Changing Workplaces Review Recommends Sweeping Changes To Ontario's Employment And Labour Law", BLG Article, May 2017
- Co-presenter, "Medical Marijuana in Canadian Schools," CAPSLE (Canadian Association for Practical Study of Law in Education), 2017

## Beyond our Walls

### Professional Involvement

- Member, Law Society of Upper Canada
- Member, Ontario Bar Association
- Past President, CAPSLE
- Member, Association of Workplace Investigators

## Bar Admission & Education

- Ontario, 2008
- BCL and LLB, McGill University, 2007
- M.Sc., University of Toronto, 2003
- BES (Hons.), University of Waterloo, 2001

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intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

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