



M. Ashley Mitchell

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Biography

Ashley Mitchell practises labour and employment law, advising Canadian and international clients in the areas of employment, human rights and privacy.

Ashley counsels clients on a broad range of workplace matters including wrongful dismissals, terminations, contractual disputes, human rights complaints, privacy compliance, employment standards issues and freedom of information requests. She provides employment advice in relation to commercial transactions and assists clients in preparing written employment contracts, workplace policies and employee handbooks.

Ashley is also experienced in other areas of civil litigation, including insurance and commercial litigation, and has appeared in all levels of court in British Columbia. She regularly represents clients on matters before administrative bodies and tribunals and has successfully resolved several matters for clients through alternative dispute resolution methods, such as mediation.

Ashley is currently a member of the British Columbia Employment Law, Privacy Law and Human Rights subsections of the Canadian Bar Association. She frequently writes on developments in employment and privacy law.

Thought leadership

Presentations

- “Benefits After Termination”, Miller Thomson seminar: Employee Benefits Administration, 2016
- “Workplace Investigations: Tips and Best Practises,” Miller Thomson seminar, 2014
- “Compliance Toolkit for Employers,” Miller Thomson seminar: Bullying and Harassment in the Workplace, 2013

Publications

- “Terminating Employees: Best Practice to Avoid an Unenforceable Release”, *Labour and Employment Communiqué*, October 27, 2016
- “Can Employers Terminate Disobedient Employees for Cause?” *Employment and Labour Law Reporter*, Vol. 26, No. 1 (LexisNexis), April 2016
- “Can Employers Terminate Disobedient Employees for Cause?” *Labour and Employment Communiqué*, February 12, 2016
- “A Word of Caution for Employers: Unauthorized Deductions from an Employee’s Wages May Amount to Constructive Dismissal,” *Labour and Employment Communiqué*, June 24, 2015
- “Privacy Claims in the Workplace,” *Labour and Employment Communiqué*, November 11, 2014
- “Gender Identity in the Workplace: An Overview of the Rights of Transgendered Employees in Canada,” *Focus on Canadian Employment and Equality Rights Newsletter*, 2014
- “Gender Identity in the Workplace: An Overview of the Rights of Transgendered Employees in Canada,” *Labour and Employment Communiqué*, June 18, 2014

Community involvement

- Program Committee Member, YWCA Women of Distinction Awards

Professional memberships

- Canadian Bar Association
- Law Society of British Columbia

Bar admissions & education

- British Columbia Bar, 2010
- LL.B., University of Alberta, 2009
- B.A. (political science), University of British Columbia, 2005

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