

# M. Ashley Mitchell

## Partner

### Vancouver

#### OFFICE

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## Industries & Expertise

#### INDUSTRIES

Charity & Not-For-Profit | Construction and Infrastructure | Manufacturing | Retail

#### EXPERTISE

Labour & Employment | Privacy and Cybersecurity | Administrative & Public Law | Technology, IP and Privacy

## Biography

#### BAR ADMISSION

British Columbia, 2010

#### EDUCATION

- LL.B., University of Alberta, 2009
- B.A. (Political Science), University of British Columbia, 2005

#### LANGUAGES SPOKEN

English

Ashley Mitchell is an experienced labour and employment lawyer and a trusted advisor to clients. She provides proactive, practical and business-minded advice to provincially and federally regulated employers

across a wide range of industries. Ashley regularly advises and represents employers on human resource matters including hiring and terminations, wrongful dismissal claims, accommodation and disability management, employee discipline, privacy compliance, human rights, workplace investigations, workers compensation, employment standards, executive compensation and employment aspects of mergers and acquisitions. She also has extensive experience drafting employment agreements and workplace policies. Ashley has appeared as counsel on matters in all levels of court in British Columbia, as well as before administrative bodies and tribunals including the BC Human Rights Tribunal and the Office of the Information and Privacy Commissioner for BC.

Ashley frequently presents to employers on developments in employment, labour law, human rights and privacy law. She has also contributed to labour and employment law publications, offering insights on critical matters.

Ashley is a member of the Law Society of British Columbia as well as the British Columbia Employment Law, Privacy Law and Human Rights subsections of the Canadian Bar Association.

## Industry involvement

### 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 roles**

- Program Committee Member, YWCA Women of Distinction Awards

### **Memberships & affiliations**

- Canadian Bar Association
- Law Society of British Columbia