



Jacquelyn Smalley, Associate

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Jacquelyn prioritizes understanding her clients' business needs so she can provide practical and cost-efficient advice.

Jacquelyn's practice focuses on labour and employment matters. She advises private and public sector employers on all aspects of labour and employment law, including employment agreements, employment policies, disability management, workplace investigations, privacy matters, human rights complaints, labour relations issues, and employee discipline and termination. In her practice, Jacquelyn appreciates meaningful opportunities to advocate for and develop strong business relationships with her clients.

Jacquelyn has experience advocating for her clients in a variety of settings. She has assisted with preparation for arbitrations, mediations, and hearings at the Ontario Labour Relations Board and Human Rights Tribunal of Ontario.

Jacquelyn also has a strong business background, which includes human resources experience with a leading Canadian bank and many years in customer service roles. Her business insight continues to guide her in resolving matters for her clients in a pragmatic and cost-effective manner. Her knowledge across several industries enables her to effectively assist employers from various sectors in achieving their goals and overcoming challenges, while incorporating their unique viewpoint and underlying business objectives.

An engaged community member, Jacquelyn has volunteered with the First Generation Network, an organization that strives to reduce barriers for law students who are the first member of their family to graduate from post-secondary school. In addition, she has served as a mentor for the Law in Action Within Schools (LAWS) program, a youth outreach program for high school students. During law

school, Jacquelyn also volunteered as a student caseworker at Advocates for Injured Workers, a legal clinic representing clients with workplace safety claims and appeals.

Education:

- J.D., University of Toronto Faculty of Law
- B.Com., Queen's University (*Honours*)