WeirFoulds LLP

Megan Mah

Partner

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Practice Areas

Administrative & Public Law
Commercial Litigation
Employment & Labour
Human Rights
Litigation & Dispute Resolution
Universities & Colleges
Wills, Trusts & Estates

Megan Mah has a diverse practice that focuses on human rights, employment, civil litigation, administrative and constitutional law.

Megan advises clients on a range of litigation matters, including workplace disputes, discrimination and accommodation, sexual harassment and violence, wrongful and constructive dismissals, breaches of contracts, and professional discipline. Megan also has experience drafting policies, employment agreements and termination letters. She regularly advises her clients on a number of workplace-related issues, including accommodation, performance management and discipline. She also has experience in facilitating training sessions focused on respect in the workplace, and in conducting workplace investigations. Representing both employers and employees, Megan has worked for clients including private individuals, private companies, public institutions, professional regulators, not-for-profit organizations, and universities.

Megan also has experience in the areas of commercial litigation and wills, trusts, estates and capacity litigation. She joined WeirFoulds as an associate after summering and articling with the firm. During law school, Megan volunteered with Pro Bono Students Canada and was a Director at the Legal Information Clinic at McGill. Megan represented McGill in the Philip C. Jessup International Law Moot Court Competition and completed a semester on exchange at the University of Hong Kong.

Megan is called to the bar in Ontario and New York. She has been recognized in Best Lawyers: Ones to Watch in Canada in the categories of Administrative and Public Law, Corporate and Commercial Litigation, and Labour and Employment Law. Megan was recognized by *Lexpert* as a 2023 Rising Star, Leading Lawyers Under 40. Megan was the recipient of the Federation of Asian Canadian Lawyers (FACL) 2021 Young Lawyer of the Year Award, and is currently the Chair of FACL's Advocacy & Policy Committee.

Megan is the Past Chair of the Ontario Bar Association's Constitutional, Civil Liberties and Human Rights Law section, and has served as an executive member of the Ontario Bar Association's Labour and Employment Law Section. She is a volunteer with Pro Bono Ontario and has served as a member

of Girls E-Mentorship's Scholarship Committee and the organizing committee for Future Sinai's annual Recovery Brunch in support of the Sinai Health Foundation. Megan is actively involved in WeirFoulds Women, WeirFoulds' Equality, Diversity and Inclusion Committee, and WeirFoulds' annual United Way campaign, as well as the firm's student mentoring program.

Called to the Bar

- Ontario (2016)
- New York (2015)

Languages

- French
- Spanish

Education

- B.C.L./LL.B., McGill University, 2015
- B.A. (Joint Honours), McGill University, 2011

Affiliations

- Ontario Bar Association
- Canadian Bar Association
- The Advocates' Society
- Federation of Asian Canadian Lawyers
- National Asian Pacific American Bar Association

Notable Cases

- Counsel for the Colour of Poverty/Colour of Change Network, the Black Legal Action Centre, the South Asian Legal Clinic of Ontario, and the Chinese and Southeast Asian Legal Clinic in *Toussaint v Canada*
- iManage in its acquisition of Closing Folders

Awards

- Recognized in the *Canadian Legal Lexpert Directory* as a leading practitioner in Employment Law (Employer) and Employment Law (Employee), 2024
- Recognized by *Lexpert* as a 2023 Rising Star, Leading Lawyers Under 40
- Recognized in *Best Lawyers: Ones to Watch* in Labour and Employment Law (2023, 2024)
- Recognized by Best Lawyers in Canada as an upcoming leading practitioner in Administrative and Public Law, and Corporate and Commercial Law (2024)
- FACL Young Lawyer of the Year, 2021

Professional Activities

- Member-at-Large, Canadian Bar Association, Constitutional and Human Rights Law Section (2023-2024)
- Director, Board of Directors, Federation of Asian Canadian Lawyers (FACL)
- Regional Member – Ontario, Canadian Bar Association, Constitutional and Human Rights Law Section (2022-2023
- Chair, Ontario Bar Association, Constitutional, Civil Liberties and Human Rights Law Section (2022-2023)
- CPD Liaison, Ontario Bar Association, Constitutional, Civil Liberties and Human Rights Law Section (2021-2022)
- Regional Representative, Ontario Bar Association Council (2021-2022)
- Member-at-Large, Ontario Bar Association, Labour and Employment Law Section & Constitutional, Civil Liberties and Human Rights Law Section (2018-2019, 2019-2020)

- Organizing Committee for the OBA's Annual Update on Human Rights (2019, 2020)
- Volunteer with Pro Bono Ontario
- Lexis Nexis' Lexis Practice Advisor

Community Involvement

- WeirFoulds co-ordinator, Dress for Success Toronto, Bay Street Suit Challenge
- WeirFoulds co-organizer, Girls' E-Mentorship-WeirFoulds partnership
- Girls' E-Mentorship Scholarship Committee
- WeirFoulds Co-ordinator, CN Tower Climb in support of the United Way
- Organizing Committee for Future Sinai's Recovery Brunch in support of the Sinai Health Foundation and Bridgepoint Active Healthcare

Speaking Engagements

- Speaker, "Medical Information and the Duty to Accommodate", Annual Update on Human Rights, Ontario Bar Association, Toronto, ON, May 29, 2024
- Moderator, "AI Unplugged: Navigating Issues of Ethics, Human Rights and Unconscious Bias", FACL Conference 2024: Innovate, Inspire, Ignite!, Toronto, ON, March 2, 2024
- Speaker, "Know Your Tribunal", Adjudicative Tribunal Primer, Canadian Bar Association, Online, January 24, 2024
- Speaker, "Employment Law Year-End Review 2023", WeirFoulds LLP, November 22, 2023
- Speaker (with Elizabeth Charles), "Human Rights and EDI Implications of AI in the Workplace", Employment Law Mid-Year Update, WeirFoulds LLP, Online, June 20, 2023
- Speaker (with Daniel Wong), "Vicarious Liability under the *Human Rights Code*", 2023 Annual Update on Human Rights, Ontario Bar Association, Hybrid, May 24, 2023
- Speaker, "Toronto HRA Micro-Conference", Lancaster House, Toronto, ON, April 19, 2023
- Co-Chair, "Constitutional and Human Rights Online Symposium", Canadian Bar Association, Online, April 18, 2023
- Program Co-Chair, "Accommodating Mental Health Disabilities: Current Issues and Practical Strategies," Ontario Bar Association, Online, November 23, 2022
- Program Co-Chair, "Ageism in the Workplace", Ontario Bar Association, Online, October 31, 2022
- Panelist, "Macro Questions about Microaggressions: When do you they amount to harassment? Is discipline or education the appropriate response?", Lancaster House, Online, October 18, 2022
- Panelist, "Regional Round-Up: Key Updates for Civil Proceedings Across Ontario – OBA Young Lawyers Division," Ontario Bar Association, Online, June 2, 2022
- Program Chair, "Exploring Unconscious Bias, Raising Awareness and Cultural Sensitivity", Canadian Bar Association, Online, June 1, 2022
- Panelist, "Pandemic Preparedness - Second Annual COVID-19 Update", Canadian Bar Association, Online, April 6, 2022
- Speaker, "WeirFoulds LLP Employment Law Update: Getting Back to Business", WeirFoulds LLP, Toronto, ON, October 19, 2021
- Co-Chair, "The 20th Annual Charter Conference", The Canadian Bar Association, Online, October 5, 2021

- Chair, “Exploring Unconscious Bias, Raising Awareness and Cultural Sensitivity”, Foundations in Adjudicative Tribunal Competencies: Certificate Program, Ontario Bar Association, Online, August 18, 2021
- Speaker, "RGD Creativity & The Law Webinar: Implications of the Pandemic: Employment Law Issues", Designers Promoting Designers, Online, June 18, 2021
- Speaker, "Recruitment Strategies and “Special Programs” under the Human Rights Code", OBA Annual Update on Human Rights, Ontario Bar Association, Online, May 26, 2021
- Speaker, "EDLS Workshop on Remote Hearings", Eugene Dupuch Law School, Online, January 15, 2021
- Speaker, "Preparing Your Workplace for Success Post COVID-19", WeirFoulds LLP, Online, June 9, 2021
- Speaker, "Workplace Harassment: Case Law Updates and Practical Tips", WeirFoulds Employment Law Fall Seminar, November 2019
- Speaker, Canadian Network of Agencies for Regulation Conference (CNAR), October 2019
- Panelist, "Pre-Litigation Positioning: Tips for Improving Your Case", WeirFoulds Commercial Litigation Seminar, October 2019
- Speaker, WeirFoulds’ Annual Spring Employment Law Seminar, May 2019
- Moderator, WeirFoulds Employment Law Fall Seminar, November 2018
- Panelist, "Entire Agreement Clauses", WeirFoulds Beware of Boilerplate Seminar, May 2018
- Speaker, "Make a Will", Toronto Public Library, Make a Will Month, November 4, 2017

Papers

Litigation & Dispute Resolution module”, Lexis Practice Advisor Canada, September 2017 (with Marie-Andrée Vermette, Kayla Theeuwen, and Anastasija Sumakova)

Publications

- New Year’s Resolutions for Employers in 2024, January 08, 2024
- The Cost of Stolen Time: B.C. Tribunal Provides Clarity on Employee Time Theft and Cause for Termination, February 06, 2023
- Web Series: Leading Questions – Presented by WeirFoulds Women, October 27, 2022
- Ontario Will Require Certain Employers to Implement Electronic Monitoring Policies, March 01, 2022
- Guidance for Ontario Employers on Disconnecting from Work Policies and Non-Compete Agreements, March 01, 2022
- Federal Advisory Committee Offers Insight into Disconnect from Work Policies for Employees, February 16, 2022
- Employer Alert: Inquest into the 2009 Metron Scaffolding Tragedy Begins, February 03, 2022
- You Heard Us the First Time: Global Payrolls Determine Severance Pay Obligations in Ontario, June 29, 2021
- Is it Time For Employers to Review Your Employment Contracts? The Supreme Court of Canada Says Yes, January 18, 2021
- An Employer’s $115K Mistake in a Wrongful Dismissal Settlement, December 17, 2020
- Ontario Issues a New COVID-19 Screening Tool for Workplaces, September 29, 2020
- A Cautious Reopening: Ontario Extends the Deemed COVID-19 Emergency Leave to January 2021, September 04, 2020

- Multiple Choice: Canada to Replace CERB with New and Revised Income Support Programs for Employees, August 21, 2020
- Federal Government Extends the Canada Emergency Wage Subsidy Program: What Employers Need to Know, August 13, 2020
- Construction Site and COVID-19: Health and Safety Resources, June 04, 2020