




Leanne M. Walsh


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 #720 – 6388 No. 3 Road
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EXPERIENCE

- Employment Law
- Employment Rights & Human Rights
- Investigations (AWI-CH)
- Mediation & Conciliation
- Workplace Assessments
- Training
- Coaching & Leadership

CALLED TO THE BAR

- British Columbia, 2000

ASSOCIATIONS / MEMBERSHIPS

- Canadian Professionals in Human Resources (CPHR)
- Law Society of BC
- Canadian Bar Association

PROFESSIONAL SUMMARY

Founder and lawyer at West Coast Workplace Law Corporation, a strategic, solution-focused workplace law firm providing employment law advice, public and private sector workplace investigations, mediation and conciliation of workplace disputes, workplace assessments and audits, training and coaching.

PROFESSIONAL EXPERIENCE

2019 – Present **West Coast Workplace Law**
Richmond, BC Founder, Lawyer, Investigator, Mediator, Conciliator

Providing agile and tailored legal advice and services to employers, employees, and professionals. We take a preventive approach to workplace issues and have advised clients in tech, health and nutrition, retail and good manufacturing, transportation and education, professional services, as well as law firms.

2008 – 2019 **Private Practice**
Richmond, BC Lawyer, Founder

Provided legal advice and services to employers, employees, and professionals. Advised clients on a broad range of workplace law matters, as well as providing workplace investigation and dispute resolution services.

2001 - 2007 **BC-Based Unions, Contracted**
Vancouver, BC In-House Legal Counsel / Business Agent

Provided legal advice and advocacy to various trade unions in BC including grievance handling and resolution, arbitrations and mediations, Collective bargaining, training of shop stewards.

EDUCATION

1999 **Bachelor of Laws**
Vancouver, BC University of British Columbia

1995 **Bachelor of Arts**
Vancouver, BC University of British Columbia
Sociology Major, First Class Standing

HIGHLIGHTS

- Experienced employment lawyer representing business, employees, and professionals
- Experience conducting both public and private sector workplace investigations
- Certificate in Workplace Investigations (AWI-CH completed)
- Experienced in Mediation and Conciliation
- Trauma-Informed practices education completed
- Conducts workplace assessments and audits to identify and positively resolve workplace issues
- In-house counsel experience and experience working on behalf of unions
- Excellent track record of resolving complex cases, achieving positive outcomes

PROFESSIONAL DEVELOPMENT, ACHIEVEMENTS & CERTIFICATIONS

Certificate in Workplace Investigations (AWI-CH) – Association of Workplace Investigators, July 2018

Government of Canada’s National Roster of Workplace Harassment & Violence Investigators
Selected for inclusion

Canadian Bar Association of BC

- Founder and Past Chair, Workplace Investigations Selection
- Chair, Alternative Dispute Resolution Executive

Mediation and Conflict Management Training – Legal Education Society of BC – 80 hours Mediation skills training completed

Trauma-Informed Practice Foundations Course Certificate – Justice Institute of BC, May 2020

Various Courses respecting the Trauma-Informed Approach to Practice

- Trauma-Informed Workplace Investigations Course Completion – Association of Workplace Investigators
- Introduction to Trauma and Sexual Assault Investigations – Canadian Police Knowledge Network

Chartered Professional in Human Resources (CPHR) – CPHR British Columbia & Yukon

Continued Coursework to Support Effective Practice

- Managing Unconscious Bias – CPKN
- Reflection on Truth and Reconciliation – CPKN

PUBLIC SPEAKING ENGAGEMENTS & TEACHING

2022 **Presenter, CPHR BC & Yukon HR Conference & Expo 2022**

“Workplace Trouble Brewing: The Role of Workplace Assessments in Assisting HR”

Present **Trainer & Facilitator** – Respectful Workplace, Human Rights Obligations and legal updates, and other legal topics relevant to clients

Present **Presenter, CPHR BC & Yukon Membership Roundtables:** Various topics including workplace investigations and legal updates (since 2019)

2021 Business Law Instructor, Melville School of Business – Kwantlen Polytechnic University

VOLUNTEER & COMMUNITY INVOLVMENT

CPHR British Columbia

Mentor in CPHR Mentorship program to several CPHR candidates, 2020-current

She Connects

Supporter and advisor to this new non-profit mentorship startup for girls

Former Vice Chair and Current Member of Advisory Committee for the Women's Leadership Circle

Richmond Chamber of Commerce

Melville School of Business – Kwantlen Polytechnic University

Former Mentor to Business School Student