



## Philip Graham, CIPP/C Associate

Practice Area  
Civil Litigation

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Expertise  
Employment Law: Services For  
Employees, Employment Law: Services  
for Employers, Commercial Litigation,  
Employment Law, Privacy and  
Compliance, Privacy and Compliance:  
Labour Law, Privacy and Compliance:  
Pension and Benefits

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Called to the Bar  
Ontario, 2009

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Philip is a former in-house counsel with a strong business acumen and commitment to delivering proactive services with a focus on risk management. He is a creative, detailed oriented and trusted business partner, providing Employment and Privacy Law services to corporations, unions, not-for-profit organizations, and individuals. He has demonstrated experience advising employers and employees on all aspects of the employment law relationship and is a strong advocate with experience appearing before various levels of court and at administrative tribunals.

Philip has experience conducting workplace investigations both in the unionized and non-unionized context, including for universities, corporations, unions and not-for-profit organizations. Also, he advises individuals and human resources professionals with respect to the conduct of workplace investigations.

Philip is a Certified Information Privacy Professional (CIPP/C). He provides comprehensive advice to individuals and corporations with respect to the application of Canadian privacy laws, principles and practices at the federal, provincial and territorial levels. He assists clients with a wide array of privacy, data management, cybersecurity, and compliance matters. This includes drafting policies and procedures, assessing and advising on risks, responding to Freedom of Information requests and breaches, and acting as litigation counsel.

He has experience writing papers and presenting in the areas of employment law and privacy law. Philip also taught undergraduate and community courses on mediation techniques and practices, and acted as a court appointed mediator while completing an LL.M. with a focus on labour and employment law. During his LL.B., Philip worked as a legal and policy researcher on a special task force at the Commission for Public Complaints Against the Royal Canadian Mounted Police. He completed his H.B.A. in history with minors in women and gender studies and political science.

## Education

LL.M., 2011, Brigham Young University

LL.B., 2008, University of Ottawa

H.B.A., 2005, University of Toronto

## Member/Affiliations

Law Society of Ontario

International Association of Privacy Professionals

Member, Elected OBA Council

Member, Canadian Bar Association

Past Board Member, Canadian Association of Black Lawyers (CABL)

Member, Advocates' Society

Member, J. Reuben Clark Law Society

## Publications and Speaking Engagements

**Presenter:** COVID-19 and Return to Work: Legal Implications for Employers, International Foundation of Employee Benefit Plans, October 16, 2020

**Presenter:** *Crunched by the Numbers: Artificial intelligence, algorithmic discrimination, and other emerging issues in workplace privacy law*, Lancaster House's National Human Rights and Accommodation Conference, October 7, 2020

**Author:** Employer Liability for Racial Profiling: Important Reminders from the Human Rights Tribunal of Ontario, Labour Notes, Number 1647, LexisNexis, July 29, 2020

**Interviewee:** Growing sophistication of technology in workplaces creating labour and employment issues, Canadian Lawyer Magazine, May 1, 2020

**Co-Author:** Ending the Employment Relationship: when you don't mean to: constructive dismissal, Ontario Bar Association, October 29, 2019

**Presenter:** *The Employment Standards Act: What does it say now?*, October 25, 2019

**Presenter:** *The Employment Standards Act*, Toronto Central Dental Society, March 26, 2019

**Presenter:** Weed in the Workplace: The HR Professional's Essential Guide to the New Cannabis Regime ("Human

Rights and Accommodation Issues and their Solution”), Osgoode Professional Development, April 4, 2019

**Presenter:** Privacy and Technology in the Workplace, October 26, 2018

**Presenter:** Attendance Management and Drug and Alcohol Testing, October 25, 2017

**Author:** Requesting a Severance Package Does Not a Resignation Make, Employment and Labour Law Reporter, Volume 27, No. 3, June 2017

**Presenter:** Hot Topics in Employment Law, October 18, 2016

**Presenter:** Elements of the “Employment” Contract, Toronto Freelance Writers Group, May 2, 2016

**Co-Author:** Just Cause...or Just Because, 16th Annual Employment Law Summit, Continuing Professional Development, Law Society of Ontario, October 29, 2015

**Presenter:** *Accessibility for Ontarians with Disabilities Act*, October 20, 2015