

## Shana French

Partner

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## Focus Areas

Business and Human Rights  
Labor Management Relations  
Arbitration  
Litigation and Trials  
Executive Compensation  
Investigations

## Overview

Shana French provides strategic, pragmatic advice to employers in several areas of employment and labour law, with particular emphasis on multinational entrance into Canada, compliance and risk management, policy globalization, executive and non-executive compensation, human rights and accommodation, workplace investigations, grievance arbitration and wrongful and constructive dismissal. Shana is frequently asked to chair and speak at national conferences and for employer associations and clients.

Prior to joining Littler, Shana was a partner with one of Canada's leading employment and labour law firms. Previously, Shana was legal counsel to a telecommunications company publicly traded on the New York Stock Exchange.

## Professional and Community Affiliations

- Member, Law Society of Ontario
- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, International Warehouse Logistics Association

## Recognition

- Named, Leading Lawyer, *Lexpert*
- Named, Leading Lawyer, *Who's Who Legal*
- Named, The Best Lawyers in Canada©, 2025

## Education

LL.B., University of New Brunswick, 2000

B.A., Trent University, 1997, *with Honours*

## Bar Admissions

Ontario, Canada

## Publications & Press

### **Ontario, Canada Human Rights Tribunal Establishes That Employers' Duty to Accommodate Family Status with Shift Changes Is not Unlimited**

*Littler Insight*

September 26, 2024

### **Three Littler Partners Recognized in the 2025 Edition of the Best Lawyers in Canada™**

*Littler Press Release*

August 29, 2024

### **Littler Continues Toronto Growth with the Addition of Shana French as Partner**

*Littler Press Release*

June 3, 2024