

Maria Tassou

Senior Counsel



☎ 905.273.3022 Ext. 295

✉ mtassou@pallettvalo.com

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Education

LL.B., Osgoode Hall Law School (1996)
Specialist of Management Program,
University of Toronto (1990-1993)

Called to the Ontario Bar, 1998

Other Languages

Italian

Areas of Expertise: Employment & Labour, Management Seminars and Training Programs, Privacy Law, Workplace Audits, Workplace Investigations

Practice

Maria Tassou is a member of the [Employment and Labour Practice Group](#).

Her practice focuses on employment law, administrative law, workplace investigations, management training, and privacy law. Maria serves as privacy officer for the firm.

She regularly advises clients on a wide range of employment-related issues, including terminations, disciplinary matters, sexual harassment, human rights concerns, employment contracts, restrictive covenants, and workplace policies.

Maria delivers customized management seminars and training programs to leadership teams, management, and staff on employment-related topics. To protect businesses from potential liability, she also conducts privacy and policy audits to ensure they comply with workplace laws and engage in best management practices.

As a certified workplace investigator, Maria can be retained as an impartial, third-party investigator to conduct efficient, sensitive, and objective investigations into workplace misconduct. These include breaches of workplace policy, allegations of bullying, harassment, sexual harassment, or discrimination. She is also available to provide legal advice and guidance to employers and human resources professionals conducting their own internal investigations.

With extensive experience as a civil litigator and adjudicator, Maria presided over hearings involving a broad range of matters in both the private and public sector.

For five years she was the chair and lead adjudicator of the Criminal Injuries Compensation Board, an adjudicative tribunal. She was also a vice-chair of several other tribunals in Ontario, including the Human Rights Tribunal of Ontario, Landlord Tenant Board, Social Benefits Tribunal, and Licence Appeal Tribunal.

A seasoned adjudicator, Maria has wide-ranging experience eliciting evidence, questioning parties, maintaining confidentiality, and protecting the privacy interests of all parties. She has adjudicated a multitude of claims involving criminal harassment, sexual assault, physical violence, threats, internet crimes, and human trafficking in a fair and impartial manner.

Maria understands the importance of procedural fairness and natural justice. Respectful of social and cultural differences, she acts in a manner that promotes an appreciation for diversity. She has engaged in meaningful outreach and public consultations strengthening stakeholder relations among government agencies, police services, advocacy organizations and the Ombudsman's office.

She also has experience protecting personal and sensitive information and dealing with third-party requests for information as the designated head of an institution pursuant to the *Freedom of Information and Protection of Privacy Act*.

Memberships

- Member, Law Society of Ontario
- Member, Canadian Bar Association
- Member, Ontario Bar Association
- Member, Institute of Public Administration of Canada
- Member, Society of Ontario Adjudicators and Regulators
- Member, Association of Workplace Investigators
- Member, Canadian Italian Advocates Organization
- Professional Member, International Association of Privacy Professionals (IAPP)
- Member, Human Resources Professionals Association (HRPA)
- Volunteer Committee Member, Community Foundation of Mississauga
- Past Member, National Joint Committee of Senior Criminal Justice Officials
- Past Member, SOAR Education Committee for Adjudicators
- Past Member, Toronto Police Service Victim Witness Support Advisory Committee
- Past Member, Ontario Association of Chiefs of Police Victim Subcommittee
- Past Member, HALC Trans Legal Needs Committee

Presentations

- Speaker, Stay ahead of the Law: Important HR Legislative and Case Law Updates, HRPA Peel Chapter PD Day
- Panelist, Advice for Appearing before Tribunals, Ontario Bar Association
- Panelist, Fairness, Mental Health and Administrative Process, Osgoode Symposium
- Speaker, Effective Time Management Strategies for Adjudicators
- Speaker, Electronic Hearing Briefs, Going Paperless
- Panelist, Compassion Fatigue, SOAR's 29th Annual Conference for Adjudicators
- Speaker, Presentation to Sexual Violence Advisory Group of Crown Attorneys
- Panelist, Administrative Law Practice Basics, Law Society of Upper Canada
- Panelist, The View from the Chair, Association of Law Officers of the Crown
- Speaker, Ontario Association of Chiefs of Police, Accessing Police Records
- Speaker, Office of the Public Guardian and Trustee, Education re Tribunal Hearings
- Speaker, Lean on Me, Supporting Families of Homicide
- Speaker, Association of Traumatic Stress Specialists Conference
- Speaker, Ombudsman's Office
- Speaker, Operational Change Management Conference
- Speaker, York Region Children's Aid Society

- Speaker, Victim/Witness Assistance Programs
- Speaker, Parkdale Community Legal Services – Intensive Program in Poverty Law

Publications

- Provincial Government Update and Guidelines for Employers to Follow as Workplaces Reopen – May 2020
- Update for Ontario Employers Regarding Recent COVID-19 Developments - April 3, 2020 – April 2020
- COVID-19 Update for Employers - March 23, 2020 – March 2020
- Mitigating Privacy Risks for Teleworkers – January 2020
- WSIAT Takes Away an Employee’s Right to Sue Her Employer for Chronic Mental Stress in a Case of Constructive Dismissal – December 2019
- Important AODA Deadlines to Keep in Mind – November 2019
- PIPEDA - Lessons Learned and Recommendations for Businesses One Year after Introduction of Mandatory Breach Reporting – November 2019
- What Do Employers Need to Know About Cannabis Edibles in the Workplace? – November 2019
- Maria Tassou Joins Pallett Valo as Senior Counsel – September 2019
- Administrative Lawyer Rejoins Pallett Valo as Senior Counsel – September 2019
- Pallett Valo Extends a Hearty Welcome Back to Maria Tassou – September 2019

<https://www.pallettvalo.com/our-people/our-lawyers/tassou-maria/>

77 City Center Drive, West Tower, Suite 300, Mississauga, Ontario L5B 1M5 · 1.800.323.3781