



“Handles complex employment issues with sensitivity and skill.”

## Zoya Alam

Lawyer

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 289.805.4482

 Email

As a member of our employment and labour practice, Zoya Alam advises clients across all industries on a broad range of employment issues. These include hiring and dismissals, policy development and review, employment contracts, severance packages, termination processes, and human rights matters.

A key part of her practice is transactional work, conducting due diligence, and advising on the human resources aspect of corporate transactions (purchase and sale).

Zoya represents employers and senior executives before various courts and administrative tribunals, including the Ontario Superior Court of Justice, the Ontario Labour Relations Board, the Federal and Provincial Human Rights Tribunals, and private arbitrations.

When it comes to labour relations, she assists clients in a wide range of labour matters, including responding to certification applications, related employer applications and grievances.

Clients appreciate her support through complex HR, human rights, and litigation issues, as well as her ability to provide strategic advice and a clear path forward.

Committed to access to justice, Zoya is actively involved in various community initiatives and sits on the boards of several organizations.

## Expertise

- Employment and Labour
- Commercial Litigation

- Administrative Law
- Alternative Dispute Resolution (Arbitration & Mediation)
- Arbitration
- Conducting Mediations
- Constructive Dismissal
- Contract Disputes
- Employment Agreements
- Employment Litigation
- Executive Compensation
- Grievance Arbitration
- Harassment and Discrimination
- Health and Safety Policies and Procedures
- Human Rights Matters
- Injunctions and Breach of Covenants
- Labour Relations
- Mediations
- Reprisals and Reinstatements
- Restrictive Covenants (Confidentiality, Non-Solicitation and Intellectual Property Agreements)
- Temporary Layoffs
- Warnings and Progressive Discipline
- Workplace Accommodation
- Workplace Policies and Procedures Development and Review (including Employee Handbooks)
- Wrongful Dismissal Litigation

## Industries

- Architecture and Engineering
- Education
- Healthcare
- Insurance
- Manufacturing
- Municipal/Government
- Religious Institutions
- Sports and Recreation
- Technology
- Telecommunication
- Transportation/Logistics
- Travel and Hospitality

- Wholesale and Retail Services

## Education

HBSc, McMaster University (2010)  
JD, University of Windsor, Faculty of Law (2014)

**Called to the Ontario Bar, 2015**

## Memberships

- Chair, Muslim Legal Support Centre
- Chair, Canadian Muslim Lawyers Association
- Member, Canadian Association of Counsel to Employers
- Board Member, Employment Lawyers Association of Ontario
- Member, Oakville Chamber of Commerce
- Past Nominating Committee Chair, Girl Guides of Canada
- Past Vice Chair, Erin Mills Youth Centre

## Publications

- Holiday Cheer Without the Claims: Employer Obligations and Holiday Parties December 2025
- New Protections for Ontario Gig Workers Take Effect Soon June 2025
- Pallett Valo Grows Its Employment and Labour Practice February 2025
- Vicarious Liability: Employer Must Pay After Tribunal Says ‘B\*tch’ Discriminatory Term February 2025
- Pallett Valo Grows Its Employment & Labour Practice February 2025

## Other Languages

- Urdu

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