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MARNIE BAIZLEY

Employment, Labour & Human Rights Lawyer Workplace Investigator

Marnie Baizley's practice includes employment, labour and human rights law, and workplace investigations.

Employment, Labour & Human Rights

Marnie advises employers, human resources professionals and employees on issues arising at all stages of workplace relationships, including: drafting and negotiating employment or independent contractor agreements, performance management, accommodation of disabilities, discipline and terminations, social media and the use of technology in the workplace, workplace privacy issues, confidential and proprietary information, non-competition and non-solicitation agreements, human rights and employment standards proceedings, and employment-related litigation. Marnie also develops employer policies and delivers customized workplace training sessions to ensure employers are current and legally compliant. Having advised clients from a wide range of industries for many years, Marnie is experienced at assessing the legal, practical and business issues at play. She develops practical and cost-effective strategies to promote positive employee relations or to restore them, when possible, when a conflict has arisen.

Workplace Investigations

Marnie conducts impartial workplace investigations of harassment, sexual harassment, bullying, and human rights allegations. She is a member of the Association of Workplace Investigators (AWI) and is an AWI Certificate Holder (AWI-CH). Marnie's years of experience of advising and representing both employers and employees in workplace matters is invaluable when retained as a third party neutral to investigate. Marnie also regularly provides strategic advice to clients when workplace harassment allegations have created discord in their workplace, whether her client is a complainant or respondent in an investigation, or an employer seeking a legally compliant and cost-effective solution.

Prior to joining SpringLaw, Marnie practised at a global employment and labour law firm, as well as at a prominent Toronto employment and labour law boutique. Marnie is a former Canadian squash champion. She competed on the Women's Professional Squash Association (PSA) World Tour between 1997 and 2003 and reached a world ranking of 30. She enjoys anything outdoors, family trips back to her native Manitoba, and continues to play the odd game of squash. Unlike her colleague, Lisa Stam, she is unlikely to be found listening to opera or taking in science fiction. Ever.



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