

Shana French

Partner

181 Bay Street
Suite 3210
Toronto, ON M5J 2T3 Canada
main: +1 (647) 256-4500
direct: (647) 256-4512
fax: +1 (416) 865-9567
sfrench@littler.com



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

Speaking Engagements

Labour and Employment Law in Canada – 2024 in Review & Trends for 2025

December 4, 2024