

## Kemi Faneye

Associate

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## Practice Areas

HR Advice and Counsel  
Business and Human Rights  
Labor Management Relations  
Handbooks and Policies  
Investigations  
Healthcare  
Hospitality  
Retail

## Overview

Kemi Faneye focuses her practice on labour and employment law matters.

Prior to joining Littler, Kemi was with a leading employment and labour law firm. While there, she was seconded to a large public sector client. Kemi advised and represented employers in all areas of employment and labour law, including employment standards, employment litigation and dispute resolution, human rights, disability and accommodation, harassment and discrimination, as well as union certification, collective bargaining, grievance management, and labour arbitrations.

She regularly reviewed and prepared employment contracts and policies, managed employee dismissal litigation, and provided strategic advice regarding various workplace issues such as accommodation, investigations and discipline.

During law school, Kemi completed a four-month placement at the Human Rights Legal Support Center. She also volunteered with the Community Legal Aid Services Program and Mississauga Community Legal Services.

## Professional and Community Affiliations

- Member, Canadian Association of Black Lawyers

- Member, Canadian Bar Association
- Member, Ontario Bar Association

## Education

J.D., Osgoode Hall Law School, 2021

B.B.A., Wilfrid Laurier University, 2017, *with Honours*

## Bar Admissions

Ontario, Canada

## Publications & Press

### **Ontario, Canada Announces Effective Date and New Regulations Governing ESA Changes to Publicly Advertised Job Postings and Accompanying Recordkeeping Obligations**

*Littler ASAP*

December 10, 2024

### **Ontario, Canada Appeal Court Confirms Employment Contract Frustrated by Employee's Refusal to Comply With COVID-19 Vaccination Policy Imposed on Employer by Third Party**

*Littler ASAP*

August 19, 2024

### **Littler Continues Robust Canadian Expansion with Five New Additions to Toronto Office**

*Press Release*

July 2, 2024

### **Certain business, IT consultants now exempt from Ontario's employment standards legislation**

*Talent Canada*

February 6, 2023

## Events & Speaking Engagements

### **Legislative Updates and Reforms You Need to Know**

Ontario Bar Association

April 17, 2024