Shana French

Partner

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Practice 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

- Ranked, Labour & Employment, *Chambers Canada*, 2027
- Ranked, Labour & Employment, Thought Leader, *Lexology Index*
- Named, Leading Lawyer, *Lexpert*
- Named, Leading Lawyer, *Who's Who Legal*
- Named, The Best Lawyers in Canada™, 2025-2027
- Named, Leading Practitioner, *Canadian Legal Lexpert® Directory*, 2026

Education

LL.B., University of New Brunswick, 2000
B.A., Trent University, 1997, *with Honours*

Bar Admissions

Ontario, Canada

Publications & Press

The Global Guide Quarterly (Quarter 3, 2026)
Littler Global Guide Quarterly
October 21, 2026

Littler Earns Distinction for Labour and Employment Excellence in 2027 Chambers Canada Guide
Press Release
September 24, 2026

Six Littler Attorneys Featured in the 2027 Editions of Best Lawyers in Canada™ and Best Lawyers: Ones to Watch in Canada™
Press Release
September 3, 2026

Canada: Ontario Court of Appeal Pulls Back from Technical Attacks on Termination Clauses
Littler ASAP
August 11, 2026

The Global Guide Quarterly (Quarter 2, 2026)
Littler Global Guide Quarterly
July 22, 2026

Canada: Federal Update — Equal Pay Provisions in Force Effective October 2026
Littler ASAP
June 5, 2026

Duty to inquire, duty to collaborate: HRTO decision highlights gaps in hiring accommodations
Canadian HR Reporter
November 13, 2025

How is Canada's workforce diversity impacting employment trends?
Littler 2 the Point Video
October 29, 2025

Five Littler Attorneys Featured in the 2026 Editions of Best Lawyers in Canada™ and Best Lawyers: Ones to Watch in Canada™
Press Release
September 4, 2025

Ontario decision could expand employer liability for workplace harassment: experts
Canadian HR Reporter
August 28, 2025

What constitutes 'harassment' — even without a complaint?
Canadian HR Reporter
August 13, 2025

Canada: Off-Duty Sexual Harassment May Still Trigger a Duty to Investigate
Littler ASAP
July 2, 2025

Ontario, Canada Human Rights Tribunal Establishes That Employers' Duty to Accommodate Family Status with Shift Changes Is not Unlimited
Littler ASAP
September 26, 2024

Three Littler Partners Recognized in the 2025 Edition of the Best Lawyers in Canada™
Press Release
August 29, 2024

Littler Continues Toronto Growth with the Addition of Shana French as Partner
Press Release
June 3, 2024

Events & Speaking Engagements

2026 Canada Regional Employer Conference
Toronto, ON

October 21, 2026

2025 Canada Regional Employer Conference
Toronto, ON
October 30, 2025

Managing a Reduction in Force (RIF) in Canada: Legal Strategies and Best Practices
June 25, 2025

What Every American or Global Employer Needs To Know About Doing Business in Canada
March 26, 2025

Labour and Employment Law in Canada – 2024 in Review & Trends for 2025
December 4, 2024