

Education Practice Group

Local. National. Legal Services for Employers.



Educational institutions operate in an increasingly complex environment where workforce management, regulatory compliance, student safety, governance, and workers' compensation obligations intersect. Labour disputes, human rights complaints, workplace investigations, workplace injuries, and evolving legislative requirements can create significant operational and reputational risks.

Mathews Dinsdale provides strategic labour, employment, human rights, workplace safety, workers' compensation, and workplace law advice to educational institutions across Canada. We work with public and private schools, school boards, colleges, universities, and other educational organizations to help them navigate complex workplace matters, manage risk, and maintain productive learning environments. Our team includes bilingual lawyers who provide services in both English and French, including support for francophone and French-language educational institutions.

School Boards

Our work with school boards, school districts and school divisions covers the full range of labour, employment, human rights, and workplace safety matters. We partner human resources professionals and chief executive officers, chief education officers, directors of education, superintendents, trustees and administrators on collective bargaining, grievance arbitration, accommodation issues, policy development, workplace investigations, student and staff safety concerns, and strategic workforce management.

We advise educational institutions on workplace injury claims, return-to-work programs, accommodation obligations, occupational health and safety obligations, Ministry/Department of Labour investigations, critical injury reporting requirements, workplace violence concerns, and related regulatory matters. Our Occupational Health and Safety team helps educational institutions respond to incidents involving student and employee safety, including workplace violence, self-harm risks, and other high-risk situations.

Colleges and Universities

For post-secondary institutions, much of our work involves faculty and staff relations matters. We advise colleges and universities on collective bargaining, faculty association negotiations, labour relations strategy, grievance arbitration,

tenure and promotion disputes, faculty discipline, human rights and accommodation issues, institutional governance matters, policy development, and administrative decision-making. Alert to the legal and operational realities that distinguish post-secondary institutions, our team delivers practical solutions that support institutional objectives while managing risk.

Our student-related work for post-secondary institutions covers student conduct and academic misconduct proceedings, student sexual violence proceedings and investigations, human rights and accommodation matters, and grade appeals, discipline appeals, and matters involving professional misconduct, capability issues, and certification. Drawing on our administrative law experience, we help educational institutions navigate complex processes and appear before tribunals and other adjudicative bodies while helping manage operational and reputational risk.

Range of Services

When disputes arise, our lawyers provide effective representation before labour arbitrators, human rights tribunals, administrative bodies, workers' compensation appeals tribunals, and courts across Canada. We understand the operational realities of educational institutions and work to deliver practical solutions that minimize disruption while supporting institutional objectives.

Our Services Include

- Labour Relations and Collective Bargaining
- Employment Law and Workforce Management
- Human Rights and Accommodation Matters
- Workplace Investigations
- Student and Staff Safety Issues
- Special Education Advice and Proceedings
- Occupational Health and Safety
- Ministry Investigations and Regulatory Compliance
- Workers' Compensation and Return-to-Work Matters
- Workplace Harassment and Violence Prevention
- Governance and Policy Development
- Privacy and Freedom of Information
- Administrative Law, Tribunal Proceedings and Appeals
- Student Conduct and Academic Misconduct Proceedings
- Student Sexual Violence Proceedings and Investigations
- Grade and Discipline Appeals

- Professional Misconduct, Capability and Certification Matters
- Compensation Restraint Compliance
- Litigation and Dispute Resolution
- Crisis Response and Risk Management

Who We Serve

Our lawyers advise a broad range of educational organizations, including:

- School boards, school districts and school divisions
- Colleges and polytechnic institutions
- Universities
- Independent schools and faith-based institutions
- Educational associations and sector organizations

Why Mathews Dinsdale

Educational institutions across Canada have turned to Mathews Dinsdale for practical workplace law advice for decades. As Canada's only national management-side labour and employment law firm, we bring deep experience in labour, employment, human rights, occupational health and safety, workers' compensation, administrative law, and workplace investigations.

With offices across Canada and bilingual English and French service capabilities, we provide responsive, strategic advice wherever our clients operate.

Connect with us

For more information about our Education Practice Group, contact your Mathews Dinsdale lawyer or visit mathewsdinsdale.com.

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