

KRISTEN PENNINGTON

Categories: [People](#), [Lawyers](#)

Kristen Pennington maintains a dynamic practice in both employment law and privacy and data protection law. She provides counsel to startups and established companies in a range of industries, including manufacturing and cannabis.

Experienced in all areas of employment law, Kristen advises employers on hiring and dismissals, employment contracts, performance management and discipline, employment policies and human rights laws. Kristen has appeared before the Ontario Superior Court, the Ontario Court of Appeal, the Ontario Human Rights Tribunal, the Ontario Labour Relations Board, and the Canadian Railway Office of Arbitration and Dispute Resolution, as well as at various arbitrations and mediations.

An area of particular expertise for Kristen is assisting employers in developing and implementing effective discrimination, violence and harassment policies and programs, and managing workplace complaints. She also provides training on workplace investigations, employee accommodation and management of conflict in the workplace.

Kristen has assisted vendors and purchasers with assessing the employment and privacy law implications of corporate transactions. She also assists businesses entering the Canadian market, providing insights on Canada's distinct labour and employment, and privacy laws.

Kristen counsels clients on a wide variety of privacy and data security issues, including employee background checks, cross-border transfers of personal information and data breaches. She helps clients develop robust privacy compliance programs, and drafts policies, consent forms, acceptable use policies, and commercial privacy and data protection terms.

Email: kristen.pennington@mcmillan.ca

Expertise: Cannabis, Employment & Labour Relations, Manufacturing, Privacy & Data Protection, Startups & Emerging Companies

LinkedIn: www.linkedin.com/in/kristen-pennington-91a16477

Location: Toronto

Phone: 416.865.7943

Position/Title: Partner, Privacy & Data Protection | Employment & Labour Relations

Directorships & Affiliations:

- Ontario Bar Association
- The Advocates' Society

Education & Admissions:

Degree: Called to the Ontario bar

Year: 2015

Degree: Intensive Trial Advocacy Program

University: York University, Osgoode Hall Law School

Year: 2019

Degree: JD

University: University of Toronto, Faculty of Law

Year: 2014

Degree: Honours BA, Canadian Studies

University: York University, Glendon College

Year: 2011

Media Mentions:

- Kristen is a regular contributor to a variety of leading employment and privacy law publications, including *Employment Law Today*, *Employment Law Bulletin*, *Labour Notes*, *Canadian Employment Safety and Health Guide*, *Canadian Corporate Counsel*, *In-House Defense Quarterly*, *Internet and E-Commerce Law*, and *Canadian Privacy Law Review*.
- Kristen has also been interviewed and quoted by a variety of news sources nationwide, including *The Globe and Mail*, Metro News, CTV, Global News, Yahoo and CBC's *The National*.

Speaking Engagements:

- Ontario Bar Association Panel: Requesting Proof of COVID-19 Vaccinations from Customers and Clients

- March 1, 2021

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<https://www.privacyrules.com/privacy-global-expertise/privacyrules-webinar-data-breach-notifications-fines-canada-0006130.html>

- Ontario Bar Association Panel: Workplace Harassment Investigations

- February 24, 2021

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<https://www.privacyrules.com/privacy-global-expertise/privacyrules-webinar-data-breach-notifications-fines-canada-0006130.html>

- HR Insider Webinar: Mandatory Vaccination Policies – Enforceable or a Shot in the Dark?

- February 10, 2021

- Terralex Data Privacy Day Series: The Rise of Privacy Torts in Canada

- January 28, 2021

- <https://maytree.com/five-good-ideas/five-good-ideas-about-workplace-harassment/>

- MayTree Foundation Webinar: Five Good Ideas About Preventing and Addressing Workplace Harassment

- January 26, 2021

- <https://maytree.com/five-good-ideas/five-good-ideas-about-workplace-harassment/>

- Ontario Bar Association Panel: Mastering Summary Judgment Motions

- October 27, 2020

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<https://www.privacyrules.com/privacy-global-expertise/privacyrules-webinar-data-breach-notifications-fines-canada-0006130.html>

- PrivacyRules Comparative Webinar: Data Breach Notifications & Fines in Canada, Hong Kong and Poland

- March 7, 2020

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<https://www.privacyrules.com/privacy-global-expertise/privacyrules-webinar-data-breach-notifications-fines-canada-0006130.html>

- Glendon College: Glendon Grads Address Canada @ 150

- September 23, 2017

Representative Matters:

- Provided employment and privacy law advice to an international consulting firm in connection with its entry into the Canadian market through the acquisition of a leading health consulting company
- Provided employment advice to a publicly-traded payment company in connection with its acquisition of a Canadian fintech firm
- Acted for HCI Equity in connection with the acquisition by AmerCareRoyal, LLC of McNairn Packaging
- Assisted an international software company with its entry into the Canadian market, including establishing template employment agreements and compensation plans and implementing mandatory employment policies
- Assisted a large, multi-entity human resources and benefits organization with the development of a Canadian privacy compliance program
- Acted for a transportation company with respect to the dismissal of an employee involved in a high-profile incident resulting in third-party fatalities
- Acted for a manufacturing company with respect to the dismissal of an employee involved in a workplace sexual harassment complaint
- Assisted a board of directors with managing, investigating and responding to sensitive workplace harassment and discrimination complaints involving senior leadership

Teaching Engagements:

- Mentor – Taste Program, York University - Mentoring young aspiring lawyers over lunch

Industries: Cannabis, Manufacturing, Startups & Emerging Companies

Practices: Employment & Labour Relations, Privacy & Data Protection