

Kathleen Starke

Associate



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Language(s) spoken: English

Bar Admission(s): New Brunswick, 2020

Legal Assistant(s): [Francine Bradbury](#), [Janie Gaudet](#), [Wendy Ebbett](#)

Kathleen's litigation practice focuses primarily on administrative, civil and labour and employment law for clients both in the public and private sectors across Canada. Kathleen takes the time to understand clients' needs and develop effective strategies for meeting clients' objectives. She has:

- Assisted employers in preparing responses to wrongful dismissal actions, grievance arbitration, and human rights complaints
- Assisted employers in ensuring compliance with local legislative requirements through the review of employment agreements and workplace policies
- Drafted various workplace policies
- Assisted professional associations, colleges and societies with issues relating to compliance with legislation and procedural fairness in the processing of disciplinary complaints
- Conducted workplace investigations dealing with allegations of harassments and discrimination

Practice Areas

Education

Human Rights

Labour & Employment

Litigation & Alternative Dispute Resolution

Professional Regulation & Misconduct

Education & Career

Education

The Osgoode Advanced Certificate in Workplace Investigations, 2022
Queen's University, JD, 2019
St. Thomas University, BA, 2016

Activities

Caseworker, Queen's Legal Aid, 2016 - 2019
Assistant coach, Kingston Area Minor Hockey Association, 2017 - 2019
Moot court competitor, St. Thomas University, 2014 - 2016
Volunteer, Boys and Girls Club, 2016
Volunteer, Christ Church Cathedral Outreach Program, 2015 - 2016

Accolades

McDougall-Watson Memorial Award
Dean's List
Entrance Scholarship
Leadership Scholarship

Thought Leadership

An employer's guide to human rights law in Atlantic Canada
[April 02, 2024](#)

Professionally speaking: Ontario Superior Court upholds professional regulators' right to moderate speech
[September 14, 2023](#)

Abuse of sick leave / failure of employee to participate in accommodation process: *Vail v. Oromocto (Town)*, 2022 CanLII 129486
[March 21, 2023](#)

Discovery: Atlantic Education & the Law - Issue 11
[November 14, 2022](#)

A long - but not inordinate - delay may give rise to serious concern, but is not an abuse of process: *Law Society of Saskatchewan v Abrametz*, 2022 SCC 29
[July 14, 2022](#)

Termination for just cause: do employers need to investigate? *McCallum v Saputo*, 2021 MBCA 62
[August 25, 2021](#)

Ontario Superior Court recognizes new tort of internet harassment

February 05, 2021

2020 Year in Review: Atlantic Canada Labour & Employment Law Developments

January 11, 2021

Federal *Work Place Harassment and Violence Prevention Regulations* - a Guideline

December 08, 2020

The boomerang that won't come back - Court of Appeal confirms that parties must each bring their own motions for summary judgment

September 25, 2020

Did the Government of New Brunswick pave the way for employees to refuse to work during the State of Emergency?

April 20, 2020

Presentations

Co-presenter, "Trending Topics", Stewart McKelvey Labour and Employment webinar

November 23, 2021