



**Ian Roland** LL.B.  
**Partner**

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As a senior experienced litigator, Ian's focus is to understand the real interests of clients and to find solutions that best address those interests. His approach is to litigate if necessary, but not to litigate unnecessarily. He is results oriented.

Through his years of experience, he appreciates that there are many ways to solve complex legal and factual problems; the challenge is to do so effectively without complicating the process. Lawyers are either complicators or simplifiers. Ian is a simplifier. He critically assesses and evaluates what are often tangled facts and complex legal problems in order to fashion solutions and results that best suit clients' interests.

### **Representative Work**

Ian has a civil litigation practice that focuses on employment, partnership and commercial disputes, and related matters. He also practices in the areas of administrative law, employment law and professional governance and discipline.

Ian frequently represents senior executives in employment disputes, and he has a busy commercial litigation practice that includes corporate governance issues and partnerships disputes.

Ian regularly appears as counsel before the Ontario Superior Court of Justice, Divisional Court and the Court of Appeal, and he appears before the Supreme Court of Canada.

In the area of administrative law, Ian is an expert in matters relating to health professionals, police governance and labour relations. He acts for private and public sector trade unions in both provincial and federal jurisdictions. He is counsel to the Discipline Committee of the College of Psychologists and acts as a prosecutor for the Royal College of Dental Surgeons of Ontario. Ian represents hospital boards as independent counsel in hospital privilege hearings. He is

### **Education:**

University of Toronto, LL.B.,  
1972

University of Western Ontario,  
B.A., 1969

### **Bar Admissions:**

Ontario, 1974

### **Professional Affiliations:**

American College of Trial  
Lawyers

Canadian Bar Association

International Academy of Trial  
Lawyers

The Advocates' Society

Toronto Lawyers' Association

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general counsel to the Police Association of Ontario, and the Canadian Police Association, and is special counsel to the Ontario Provincial Police Association. Ian also acts for numerous other police associations.

During his more than 38 years of practice, Ian has acted as counsel at numerous public inquiries, including the Mackenzie Valley Pipeline Inquiry, the Lysyk Inquiry, the Hospital for Sick Kids Inquiry into baby deaths, the Guy Morin Inquiry, the Walkerton Inquiry, and the Ipperwash Inquiry.

## Awards and Honours

- Repeatedly recognized in the *Canadian Legal Lexpert Directory: Consistently Recommended* – Employment Law – Employee  
*Consistently Recommended* – Labour Relations - Labour
- Featured in Lexpert®/American Lawyer Guide to the Leading 500 Lawyers in Canada
- Ranked by *Chambers Canada 2019* in Employment & Labour: Labour for Unions - Ontario
- Listed in *Best Lawyers® Lawyer of the Year*, 2018, 2015
- Listed in *Best Lawyers®* in Canada in Public and Administrative Law, Corporate Commercial Litigation and Labour and Employment Law, since 2006
- Queen's 2002 Golden Jubilee Medal for community service

## Community Involvement

- WoodGreen Foundation, Board Member

## Publications/Presentations

Ian has written and presented extensively on civil litigation, administrative law, professional governance and discipline, and employment labour law at continuing education programs of the Law Society of Upper Canada and the Advocates Society.

Ian has been Chair of an annual two day conference presented by the Police Association of Ontario for employment law, for over 20 years. At the annual conference he has presented papers on a host of topics including:

- *“Disguised Discipline” of Police Officers – What’s the Remedy?;*
- *“Privilege” Communications between Union Representatives and Union Members;*
- *Agreements with Chiefs of Police concerning discipline – are they enforceable?;*
- *Appeals of Police Discipline*
- *Decriminalizing Police Discipline in Ontario;*
- *Legal Indemnification for Costs and Damage Awards;*
- *Legal issues arising from Secondary Employment;*
- *Police Public Complaints – a case review;*

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## Publications/Presentations

- *Reasonable Rules and Management Rights; Employee Accommodation  
What is Undue Hardship?;*
- *Rights to a Private Life – The Limits of Personal Privacy;*
- *The Admissibility of Videotape Evidence;*
- *Unsatisfactory Work Performance – the consequences;*
- Law Society of Upper Canada Special Lectures, 2007: *Changing Employers: The Employment Implications of the Sale of a Business – Common Law and Statutory Rights and Obligations.*