

Counsel

# Ian Roland

LL.B.

T 416.646.4319

E [ian.roland@paliareroland.com](mailto:ian.roland@paliareroland.com)

F 416.646.4301

Assistant:

Parlet Blake

T 416.646.7419

E [parlet.blake@paliareroland.com](mailto:parlet.blake@paliareroland.com)



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Ian Roland is an esteemed litigator, distinguished by his capacity to navigate—and simplify—the most complex matters. With wide-ranging experience, Ian is recognized for his work in labour and employment law, partnership and commercial disputes, as well as administrative law, and professional governance. He has acted as counsel at many public inquiries, including the Mackenzie Valley Pipeline Inquiry and the Ipperwash Inquiry.

Ian is consistently recommended by *Lexpert*, *Chambers Canada*, and *Best Lawyers in Canada*. He is a fellow of the ACTL and the IATL. A former director of WoodGreen Community Services Foundation, Ian has received the Queen's Gold and Diamond Jubilee Medals for community service.

## Education

University of Toronto, Faculty of Law, LL.B., 1972      University of Western Ontario, B.A., 1969

## Bar Admissions

Ontario, 1974

## Professional Affiliations

American College of Trial Lawyers

International Academy of Trial Lawyers

Toronto Lawyers' Association

Canadian Bar Association

The Advocates' Society

## **Practice Areas**

Employment Law

Professional Discipline and Regulation

Judicial Inquiries and Inquests

Public and Administrative Law

Mediation and Arbitration

## **Awards and Honours**

Chambers Canada -Employment & Labour (Labour for Unions Ontario) - Since 2017

Canadian Legal Lexpert Directory - Most Frequently Recommended - Employment Law - Employee

Canadian Legal Lexpert Directory - Consistently Recommended - Labour Relations - Labour

Lexpert/American Lawyer Guide to the Leading 500 Lawyers in Canada

Best Lawyers in Canada - Lawyer of the Year - 2015, 2018

Best Lawyers in Canada - Public and Administrative Law, Corporate Commercial Litigation Labour and Employment Law - Since 2006

Queen's Golden Jubilee Medal for community service - 2002

## **Representative Work**

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

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

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

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In the area of administrative law, Ian has expertise 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 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.

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During his more than 45 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 Paul Morin Inquiry, the Walkerton Inquiry, and the Ipperwash Inquiry.

## Community Involvement

Board member – WoodGreen Foundation

## Publications

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

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Acted as 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 Ian 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;  
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;

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*Changing Employers: The Employment Implications of the Sale of a Business – Common Law and Statutory Rights and Obligations – Law Society of Upper Canada Special Lectures – 2007*

## **Presentations**

Ian has been Chair of an annual two day conference presented by the Police Association of Ontario for employment law, for over 20 years presenting 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;
- 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

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