



Irfan Kara

COUNSEL

Irfan is a trusted advocate for employers across industries, providing strategic counsel on the full spectrum of workplace matters, managing complex, high-stakes employment disputes and delivering practical and risk-based strategic advice on a wide range of employment issues.

CONTACT

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Overview

Irfan's practice focuses on employment litigation, corporate/commercial litigation, class actions and privacy law.

He has a particular focus on employment-related matters. He regularly acts for and advises employers on executive departures, employment class actions, employment contracts, restrictive covenants, terminations, wrongful dismissal claims, human rights, reprisal and harassment complaints, workplace investigations, white-collar issues and employment privacy issues. Irfan regularly provides advice related to diversity, equity and inclusion obligations to employers and organizations across Canada, including with respect to the use and implementation of Artificial Intelligence in the workplace.

Irfan has acted for and advised several major financial institutions and large organizations on issues relating to executive departures and departing investment advisors. He has also acted as counsel to defendants in a number of precedent-setting national employment class actions including in matters on behalf of Canada Cartage and the Canadian Hockey League.

Irfan has appeared as counsel at all levels of court in Ontario and at various Ontario administrative tribunals, including the Ontario Labour Relations Board and the Ontario Human Rights Tribunal. Irfan has also appeared as counsel across the country, including in Alberta, British Columbia and Nova Scotia.



In each situation, he demonstrated critical thinking and solutions to resolve and support the interests of the business.

—CHAMBERS CANADA, 2024

Featured Work

[Tarion Warranty Corporation, Ontario's regulator of new home construction, in trial-level, appellate and administrative proceedings involving construction and regulatory disputes](#)

[an international pharmaceutical company in multiple product liability class actions—including proposed actions in British Columbia, Alberta, Saskatchewan, Manitoba, New Brunswick, Nova Scotia and Newfoundland and three class actions at trial in Québec and Ontario—concerning two prescription combined oral contraceptives](#)

[Olympic athlete Mandy Bujold and the Canadian Olympic Committee in an arbitration against the International Olympic Committee before the Court of Arbitration for Sport in Switzerland with respect to a gender equity and discrimination challenge of the Tokyo 2020 qualification process](#)

[Justice Donald McLeod in the successful dismissal of a complaint before the Ontario Judicial Council](#)

[Canadian Hockey League, Québec Major Junior Hockey League, Ontario Hockey League, Western Hockey League and multiple junior hockey teams in multiple class actions in Québec, Ontario and Alberta concerning the employment status of amateur student hockey players](#)

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Recognition and Awards

2024-2026 *Chambers Canada*—Up and coming lawyer in employment and labour (Ontario)

2022-2025 *Best Lawyers in Canada*—One to watch in class action litigation, and labour and employment law

Insights

[24th Annual Current Issues in Employment Law](#)

[What's new in HR law for 2026?](#)

[Employment law trends, risks, and updates for your 2026 radar screen](#)

[Ontario's IPC and OHRC issue principles for responsible AI use](#)

[Navigating the shifting landscape of restrictive covenants: emerging trends and issues to watch](#)

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News

***Chambers Canada* ranks 81% of Torys' Canadian partners in its 2026 guide**

We are pleased to share that 127 Torys lawyers and 40 practice areas have been recognized in this year's guide, including 16 Band 1 rankings.

[Torys announces new partners and counsel](#)

[81% of Torys' Canadian partners ranked by Chambers Canada](#)

[179 Torys lawyers recognized in the 2025 Best Lawyers guide](#)

[161 Torys lawyers named in the 2024 Best Lawyers guide](#)

[Best Lawyers recognizes 121 of Torys' leading lawyers](#)

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Professional Involvement

Irfan is an elected member of the Ontario Bar Association (OBA) Labour & Employment Law and Class Actions Law Executives. He is an instructor at Osgoode Hall Law School's Intensive Trial Advocacy Workshop. He also sits on the Canadian Association of Counsel to Employers' Program Planning Committee, is a member of the Toronto Lawyers Association, the Advocates' Society and the American Bar Association.

Irfan is active in the community. He serves as a director for The George Hull Centre for Children and Families in Toronto. He also co-heads the firm's pro bono program in partnership with the Multiple Sclerosis Society of Canada, providing pro bono services to clients on various employment, pension and human rights issues. Irfan acts as a Professional Resource for law students with the Queen's Law Career Development Professional Network and acts as a judge for the annual Canadian rounds of The Philip C. Jessup International Law Moot Court Competition.

Education and Bar Admissions

Education

JD, 2013

Queen's University

Certificate in International Business Law, 2011

Queen's University, Bader International Study Centre

BA (Honours), 2010

York University

Bar Admissions

Ontario, 2014

Alberta, 2019