



Lisa K. Talbot

PARTNER

With sophisticated advisory skills and strategic guidance in disputes and investigations, Lisa is an accomplished litigator and trusted advisor to boards and companies on their most sensitive and high-profile employment matters.

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Overview

Lisa is a partner in the firm's Disputes and Investigations practice, Head of the Employment Litigation Practice, Co-head of the Pensions and Employment Group, and Co-head of the White Collar Defence and Investigations Practice. She has deep experience advising companies and boards of directors on their most significant human resources and white collar issues and defending contentious employment matters.

Lisa is a skilled litigator who has appeared at all levels of court, including the Supreme Court of Canada. She has deep experience in high-stakes employment litigation and employment class actions defence. Lisa has acted as counsel in several leading and precedent-setting national class actions, including for the Canadian Hockey League, Deloitte, and Canada Cartage.

As a strategic advisor with sophisticated perspective, Lisa also brings unparalleled expertise in navigating complex employment law matters behind the scenes. She gives comprehensive guidance to clients on their most sensitive and reputationally-significant employment matters, such as high-profile CEO and C-suite departures and hires, allegations of serious misconduct in the workplace, company-wide payroll compliance, DEI audits, whistleblower programs and workplace-related investigations. She also advises companies undertaking investigations and is a skilled workplace investigator, particularly on significant matters such as allegations of financial and white collar misconduct, conflicts of interest, discrimination, bullying and harassment.

To help proactively mitigate crisis risk, Lisa works closely with leading Canadian businesses on crisis management, response and preparedness tactics.

“

She is an outstanding employment lawyer. She provided her client advice in a difficult situation that had many challenges.

—CHAMBERS CANADA, 2021

Featured Work

Canadian Hockey League employment status class action

Torys acted as counsel to 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

[Deloitte in a class action alleging the misclassification of employees and breach of contract](#)

[former Ontario premier David Peterson in the defence and dismissal of sexual harassment litigation](#)

[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](#)

[an e-commerce platform in a proposed class action in Ontario and several individual claims alleging breach of contract and errors in termination](#)

[a big five Canadian bank in a proposed class action in Ontario brought by all Canadian employees of the bank alleging failure to meet minimum statutory entitlements for vacation and holiday pay](#)

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Recognition and Awards

2021-2025 *Chambers Canada*—Leading lawyer in employment and labour (Ontario)

2020-2025 *Benchmark Canada: The Definitive Guide to Canada's Leading Litigation Firms and Attorneys*—Litigation Star (commercial)

2021-2025 *Best Lawyers in Canada*—Leading lawyer in corporate and commercial litigation

2020-2023 *The Canadian Legal Lexpert Directory*—Leading lawyer in labour and employment

2013 *Lexpert's Rising Stars: Leading Lawyers Under 40*—One of Canada's leading lawyers under 40

Insights

Internal investigations and corporate governance: a framework for responding to potential legal and compliance breaches

Companies can mitigate costly litigation or regulatory proceedings by shoring up their policies and procedures for reporting and investigating alleged misconduct.

[Employment law trends, risks, and updates for your 2025 radar screen](#)

[The backlash against DEI in the U.S. and what it means for Canadian and cross-border companies](#)

[DEI litigation as a driver of change](#)

[OBA 12th Annual Professionalism Issues for Business Lawyers](#)

[Racial equity audits: a tool to support good corporate governance](#)

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News

23 Torys litigators recognized in the 2025 *Benchmark Litigation* guide

This recognition is a testament to our lawyers' considerable achievements and impact on the legal landscape.

81% of Torys' Canadian partners ranked by *Chambers Canada*

We are pleased to share that 130 Torys partners and 38 of our practice areas have been recognized in this year's guide, including 15 Band 1 rankings.

[Why HR has a key role to play in corporate succession planning](#)

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

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

[More than three quarters of Torys partners recognized in the 2023 Chambers Canada guide](#)

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

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Professional Involvement

Lisa is a sought-after speaker and thought leader on all manner of issues related to employment law and investigations. She has served as an Adjunct Professor with the University of Toronto Faculty of Law, where she taught the law of the workplace in the Global Professional LLM program.

Lisa regularly instructs and lectures on employment law, class actions, investigations, harassment and advocacy, including for The Advocates' Society, Law Society of Ontario, Ontario Bar Association, the Osgoode Professional Development, and the Human Resources Professionals Association (HRPA).

She writes frequently on employment law, white collar defence and investigations, and class actions and is the co-editor of the Canadian edition of *Modern Trial Advocacy: Analysis & Practice* (3rd Canadian edition), which is used in law schools and advocacy programs across Canada.

Lisa is a member of the Labour and Employment and Class Actions sections of the Ontario Bar Association and served on the Executive of the Labour and Employment Law Section from 2013 to 2015 and 2018 to 2019. She is also a member of CACE (Canadian Association of Counsel to Employers), the Association of Workplace Investigators and the Women's White Collar Defense Association.

Further, she is the Co-Chair of the University Tribunal (Trial Division) at the University of Toronto and serves as College Solicitor to Massey College. She is a former member of the Board of Governors of the Sterling Hall School and the Board of Directors of Canadian Physicians for Aid and Relief.

During law school, Lisa studied international and comparative law at the Universite Pantheon-Assas (Paris II) in Paris.

Education and Bar Admissions

Education

LLB, 1999	University of Toronto, Faculty of Law
BA (Honours, Class I Honours), 1996	Queen's University

Bar Admissions

Ontario, 2001	Alberta, 2014
Nova Scotia, 2015	