



Rebecca Wise

PARTNER

With deep experience in all aspects of employment law and workplace investigations, Rebecca offers clients practical and strategic counsel.

CONTACT

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Overview

Rebecca is a member of the firm's Pension & Employment Group and White Collar Defence & Investigations Group.

Rebecca has deep expertise across all facets of employment law, advising clients from diverse industries on recruitment, hiring practices, human rights, disciplinary matters, terminations, restrictive covenants, occupational health and safety and AI and emerging technologies. Drawing on her dual expertise in employment law and investigations, Rebecca leads enterprise-wide reviews of client policies, procedures and practices to ensure compliance with employment standards legislation and to mitigate risk. Rebecca regularly advises on sensitive executive transitions and other high-stakes and strategically significant employment law matters with enterprise-wide implications. She is known for her ability to navigate complex employment mandates while delivering practical, business-oriented advice.

In addition, Rebecca brings extensive expertise in investigations, with a focus on white-collar and employment-related misconduct. She is frequently retained to conduct external investigations and provides strategic advice behind the scenes on sensitive whistleblower and workplace complaints. She has experience handling a broad spectrum of misconduct, including discrimination, harassment, regulatory breaches and financial impropriety. Rebecca also regularly works with clients to develop whistleblower policies and related documents and procedures.

Featured Work

Investment Industry Regulatory Organization of Canada (IIROC) in its amalgamation with the Mutual Fund Dealers Association to create a new national self-regulatory organization

Deloitte in a class action alleging the misclassification of employees and breach of contract

Sears in proposed employment-related class actions in Ontario and British Columbia

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Recognition and Awards

2025 *Chambers Canada*—Up and coming lawyer in employment and labour

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

Insights

Foreign interference regulation and the employment sector

Combating foreign interference in the private sector requires careful consideration of human rights.

[Termination clause in employment agreement survives scrutiny despite “at any time” language](#)

[No vesting, no problem? Ontario Superior Court enforces RSU forfeiture on termination](#)

[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](#)

[AI risk assessment in practice: interactive workshop for legal counsel](#)

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News

Torys announces new partners and counsel

Torys is excited to announce the promotion of five of our lawyers to partner and three of our lawyers to counsel.

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[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](#)

[Employer in medical cannabis case asked to prove undue hardship](#)

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Professional Involvement

Rebecca is a member of the Association of Workplace Investigators and Women's White Collar Defense Association.

Education and Bar Admissions

Education

JD, 2010

Queen's University Faculty of Law

Bar Admissions

Ontario, 2011