

Ingrid Otto

Associate Counsel



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A creative problem-solver, Ingrid has over two decades of experience providing advice to private and public sector clients on all aspects of workplace law. She has successfully represented clients before provincial and federal labour arbitrators, labour relations boards, human rights and employment standards tribunals, as well as all levels of the BC Courts.

Ingrid takes a proactive approach to solving workplace issues, applying her broad range of experience and knowledge to ensure that clients are well aware of their options. She advises on workplace conduct and harassment investigations, employment or contractor agreements, various employment policies and procedures (such as pre-employment testing, alcohol and drug testing, internet or social media, harassment), proprietary and confidential asset protection, and collective bargaining. Ingrid has also designed and conducted in-house client seminars on a variety of topics including harassment and discrimination, workplace investigations, performance management and effective labour arbitration preparation.

Prior to joining Harris, Ingrid was General Counsel and Executive Director, Legal Services & Strategic Labour Relations at HEABC where she established an expedited grievance and arbitration process; a model which was recognized by B.C.'s Labour Relations Code Review Panel as an example of effective dispute resolution. In addition to working as a labour, employment and human rights lawyer with an international law firm for over 15 years, Ingrid was also senior legal counsel during the start-up of the Ministry of Justice's labour law group. There she provided advice to numerous ministries and agencies and defended them both before labour arbitration tribunals and the court.

Professional & Community Activities

- Member, Labour Law, Human Rights Law and Employment Law sections, Canadian Bar Association, BC Branch
- Member, Canadian Association of Counsel to Employer
- Volunteer Coach, Hollyburn Cross-country Ski Club

Practice Areas

Employment Law

Human Rights Law

Labour Law

Year of Call

British Columbia, 1996

Education

LLB, University of British Columbia, 1995
MBA, University of British Columbia, 1995
BComm. (with distinction), University of Alberta, 1989