

Nicole C. M. Toye

Partner



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Nicole's practice is focused on employment law and litigation. She frequently advises clients on a wide range of employment issues, including employment contracts, terminations, wrongful dismissals, constructive dismissals and human rights issues. In particular, Nicole has an interest in employment contracts and has extensive experience drafting employment contracts and advising on contractual issues.

A valued member of Harris' commercial litigation team, Nicole is a smart, practical and effective advocate. She has a wide-range of experience in both employment and commercial disputes and has appeared at all levels of court in British Columbia.

Prior to relocating to Vancouver and joining Harris in 2011, Nicole worked as a commercial litigator in Toronto at a large national firm. Nicole is a proud graduate of Dalhousie Law School and has fond memories of her years in Halifax. Outside of work, Nicole spends most of her time enjoying life in Vancouver with her two daughters and her husband.

Recognition

- Recognized Lawyer, Labour and Employment Law, Best Lawyers in Canada, 2024
- Recommended Lawyer, Employment Law, Canadian Legal Lexpert Directory, 2022 - present

Practice Areas

Employment Law

Commercial Litigation

Year of Call

British Columbia, 2011

Ontario, 2009

Education

LLB, Dalhousie University, 2008

BA, McGill University, 2005

Recent Speaking Engagements

- “Staffing Issues that Affect Patients and Practice” (panelist), Pacific Dental Conference, 2021
 - “Fiduciary Duty Update”, (co-presenter), Employment Law Conference, The Continuing Legal Education Society of British Columbia, May 2019
 - “Mitigation - Law and Practice”, (panellist), Employment Law Section Meeting, The Canadian Bar Association BC Branch, May 2018
 - “Issues in Mitigation”, (co-presenter), Employment Law Conference, Continuing Legal Education Society of British Columbia, May 2018
 - “Key Employment Issues”, CDSPI ‘Own Your Future - Five Perspectives On Buying A Dental Practice’ conference, October 2017
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Publications

- “Fiduciary Duty Update”, (co-author), Employment Law Conference, The Continuing Legal Education Society of British Columbia, May 2019
 - “Issues In Mitigation”, (co-author), Employment Law Conference, The Continuing Legal Education Society of British Columbia, May 2018
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Professional & Community Involvement

- Planning Committee, CLEBC Employment Law Conference 2022
- Employment Law Subsection Executive, Canadian Bar Association, BC branch, 2018-2021
- Member of the Civil Litigation and Employment Law Sections, Canadian Bar Association, BC branch