

PRACTICE AREAS

Privacy & Access to Information

Workplace Law

YEAR OF CALL

British Columbia, 2015

State Bar of California, 2020

EDUCATION

JD, University of British Columbia, 2014

MA, University of the Fraser Valley, 2012

BA, Kwantlen Polytechnic University, 2010



MICHELA V. FIORIDO*

PARTNER

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Michela's practice focuses on access, data security and privacy law, with an emphasis on delivering a wide range of privacy training and workshops; assisting clients in navigating access to information requests; and advising generally on the collection, use and disclosure of personal information. She represents clients in complaint, review, inquiry and other matters before provincial and federal privacy commissioners. She also assists First Nations bands and organizations in navigating the privacy law landscape, keeping in mind the First Nations principles of ownership, control, access, and possession (OCAP®).

Michela is called to the bar in both BC and California, and brings a unique awareness to matters like cross border data transfers; conducting due diligence; drafting Privacy Impact Assessments; and advising on and negotiating technology-based terms of service and other agreements.

Michela is recognized as a Fellow of Information Privacy, a Master Access and Privacy Professional, is a Certified Information Privacy Professional (Canada) and is a Certified Information Privacy Manager.

Her practice also includes drafting handbooks, toolkits and a wide range of policies such as those related to technology, privacy, social media, conflicts of interest, DEI, harassment, and remote work. She takes an accessible and plain-language approach to drafting. Additionally, she offers a privacy "starter pack" for small businesses looking to achieve basic privacy law compliance.

She also conducts respectful workplace training (including tailored training for film and television productions) and is a trauma-informed workplace investigator.



Michela joined Harris as an articled student in 2014 and became a partner in January 2023.

Michela is the chair of the firm's Student Committee. She is also an adjunct professor at the University of British Columbia's Peter A. Allard School of Law teaching access to information and privacy.

RECOGNITION

- Master Access and Privacy Professional (MAPP) from the Privacy & Access Council of Canada
- Recommended, Workplace Human Rights (Employer), Canadian Legal Lexpert Directory, 2025
- Lexpert 2024 "Lawyers to Watch" in Data Protection & Privacy
- Fellow of Information Privacy
- Certified Information Privacy Professional (Canada)
- · Certified Information Privacy Manager
- Recommended, Data Privacy, Canadian Legal Lexpert Directory, 2024
- ISC2 Certified in Cybersecurity (CC)

RECENT SPEAKING ENGAGEMENTS

- "Al Helped Me Write this Title and That's Ok: Maximizing the Benefits
 of Al in the Workplace while Managing the Risks", LGMA Conference,
 June 2025
- "Big Employer is Watching You", CBABC Privacy Law Conference, January 2025
- "AI, Robot: The Rise of AI and its Legal Implications for the Workplace", CPHR Year-End Legal Symposium, December 2024
- "Navigating Sensitive Data Collection in the Workplace: Application to DEI Initiatives, Recruitment & Accommodations", Association of Corporate Counsel (British Columbia Chapter), October 2024
- "ChatGPT Wrote This Title: Workplace Wizardry Mastering the Art of Al Management", CPHR HR Conference & Expo 2024, April 2024
- "Equity, Diversity & Inclusion and the Anti-Racism Data Act", CBABC
 Privacy Law Conference, January 2024
- "Addressing the Unknown: Arbitrators Respond to the Use of Artificial Intelligence", Lancaster House Labour Arbitration and Policy Conference, November 2023



- "Wired Work: Maintaining Confidentiality, Privacy, and Security in the Remote Workplace", Lancaster House Winter Webinar Series, March 2023
- "LGBTQIA lawyers", Womxn in Law Series, Global Lawyers of Canada, February 2021

RECENT PUBLICATIONS

 "Navigating AI in the Workplace: Policy-Drafting for the Inevitable", PeopleTalk Online, January 2024

CURRENT PROFESSIONAL & COMMUNITY INVOLVEMENT

- Chair, Freedom of Information & Privacy Law Section, Canadian Bar Association, British Columbia Branch
- Executive Member at Large, Privacy and Access Law Section (National), Canadian Bar Association
- Member, Sexual and Gender Diversity Alliance (SAGDA) Section (BC), Canadian Bar Association
- · Member, LGBTQ+ Lawyers Association of Los Angeles
- Privacy Publications Committee, California Lawyers Association
- Member, International Association of Privacy Professionals (IAPP)
- Member, International Information System Security Certification Consortium, Inc. (ISC2)
- Board Member, The Canadian Association of LGBTQ2S+ Lawyers
- · Board Member, Out on Screen
- Member, Chartered Professionals in Human Resources of British Columbia & Yukon (CPHR)
- · Member, American Bar Association
- · Committee Member, The Hoop-Law Society

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