

PRACTICE AREAS

Human Rights Law

Privacy & Access to
Information

Workplace Law

YEAR OF CALL

British Columbia, 2023

EDUCATION

JD, University of
Victoria, 2022

Bachelor of Arts,
Cum Laude, Harvard
University, 2018



OLIVIA STARTUP

ASSOCIATE

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Olivia practices in all areas of workplace law and has a particular interest in advocacy and dispute resolution. She has assisted with labour arbitrations and matters before the BC Supreme Court, the Canadian and BC Human Rights Tribunals, and the Workers' Compensation Appeal Tribunal. Olivia is passionate about the people-centric nature of workplace law, and likes to take a preventative approach in order to achieve a systemic impact on workplaces.

Olivia obtained her Bachelor of Arts, Cum Laude from Harvard University, where she played on the varsity field hockey team. She then obtained her JD from the University of Victoria. While at law school, she volunteered with Pro Bono Students Canada, participated in the Wilson Moot, and was a member of the UVic Feminist Law Students' Association's Executive Committee. Prior to joining Harris as an associate, Olivia was a summer and articling student at the firm.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Member, Canadian Bar Association, BC

RECENT SPEAKING ENGAGEMENTS

- BC Association of School Business Officials Conference, "Performance Management & The Difficult Employee – Managing for Optimal Organizational Success or Managing to Termination?" May 2022
- Human Rights Case Law Update, Human Rights Conference, The Continuing Legal Education Society of BC, November 2019

PUBLICATIONS

- "Employer OH&S responsibilities for "Other Workers" may extend farther than you think" (2022) Canadian Employment Safety and Health Guide at 3
- "Is the COVID-19 Pandemic a "Black Swan" Emergency Event?" (2021) 31 ELLR at 57
- Human Rights Case Law Update, 2019-2020 Human Rights Conference, The Continuing Legal Education Society of BC

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- Member, Canadian Bar Association, BC