

## Hilary Newman

### Associate

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Language(s) spoken: English

Bar Admission(s): Prince Edward Island, 2017

Legal Assistant(s): [Daisha Richardson](#)

Hilary practices in litigation & alternative dispute resolution. She provides employers, municipalities, insurers, individuals and professional associations with tailored advisory and advocacy services. Her representative experience includes:

- Providing employment advice to businesses and non-profit organizations with respect to accommodation issues, wrongful dismissal actions and human rights complaints.
- Assisting employers in handling and responding to workplace investigations.
- Acting for clients in drafting, negotiating, and executing employment documentation, including employment contracts, confidentiality agreements, and non-competition and non-solicitation agreements.
- Preparing submissions on behalf of private corporations objecting to the disclosure of information subject to *Freedom of Information and Protection of Privacy Act* requests.
- Representing a professional association pursuing disciplinary action against its members for breaches of a professional code of conduct.
- Representing municipalities on land use planning appeals before the Island Regulatory and Appeals Commission.
- Acting as agent for the Public Prosecution Service of Canada, prosecuting *Controlled Drugs and Substances Act* offences in Provincial Court and in the Supreme Court of Prince Edward Island.
- Acting for municipalities seeking to enforce compliance with municipal bylaws in the Supreme Court of Prince Edward Island.

## Practice Areas

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Education

Health  
Human Rights  
Labour & Employment  
Litigation & Alternative Dispute Resolution  
Municipal  
Professional Regulation & Misconduct

## Education & Career

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### Education

University of New Brunswick Faculty of Law, JD, 2016  
Saint Mary's University, B.Comm., 2011

### Activities

Young Lawyers Chair, Prince Edward Island Branch of the Canadian Bar Association, 2022 – Present  
Member, Stewart McKelvey Diversity, Equity & Inclusion Committee, 2021 – Present  
Member, Articling & Admissions/Board of Examiners, Law Society of Prince Edward Island, 2021 – Present  
Member, Board of Directors, Boys and Girls Club of Charlottetown and Montague, 2017 – Present  
Member, Laskin Competitive Moot Team, University of New Brunswick Law, 2015 – 2016  
First Year Moot Coach, University of New Brunswick Faculty of Law, 2015  
Member, Animal Advocacy & the Law Society, University of New Brunswick Faculty of Law, 2014 – 2015  
Student Volunteer, Fredericton Legal Advice Clinic, 2013 – 2014  
Student Delegate, Alliance of Nova Scotia Students Association, 2010 – 2011

### Accolades

McInnes Cooper Prize in Trial Practice  
Sobey School of Business Dean's List (2010 – 2011)  
Certificate of Distinction for Services in Student Affairs  
Doctors Nova Scotia Sport Fund Post-Secondary Scholarship

## Thought Leadership

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Are Non-Disclosure Agreements on their way out?  
**May 15, 2023**

Discovery: Atlantic Education & the Law – Issue 12  
**April 28, 2023**

Atlantic Canada Year in Review 2019 – Top 15 Takeaways for Employers  
**January 23, 2020**

The Prince Edward Island Labour Relations Board carves out a group of firefighters from an existing bargaining unit

July 31, 2019

2018 Year in Review: Atlantic Canada Labour & Employment Law Developments

January 17, 2019

Client Update: Bylaw requirements under the Municipal Government Act

June 07, 2018

Client Update: Municipality found guilty & fined for contravention of Prince Edward Island's Architects Act

December 21, 2017

Municipality liable for failing to ensure visitor was reasonably safe in Municipal Public Park

April 19, 2017

Client Update: The Future of Planning and Development on Prince Edward Island – Recent Amendments to the Planning Act

January 23, 2017

## Publications

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*"Sexual harassment" or "unwelcome sexual conduct"? Universities and colleges should have policies broad enough to cover both*, Discovery: Atlantic Education and the Law

November 18, 2019

Co-author, *Knowing the difference: Performance management versus harassment*, Canadian HR Reporter

February 01, 2019

## Presentations

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Co-presenter, Labour & Employment Client Seminar: Emerging Employee Benefits Issues – September 15, 2022

September 15, 2022

Co-presenter, Canadian Bar Association webinar, Mandatory Vaccinations: Calling the Shots

November 23, 2021

Co-presenter, Labour & Employment Client Seminar: Investigating Misconduct and Workplace Culture

October 29, 2019