



Date: August 16, 2018



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Maria Constantine is an associate in our [Litigation Group](#) and a member of our [Employment & Labour Law](#) team.

Maria advises employer clients on all aspects of the employment relationship, including employee hiring, discipline and dismissal, statutory compliance, disability management and accommodation, performance management, and human rights. She regularly represents employers in litigation matters and has appeared as counsel before the Ontario Court of Appeal, Divisional Court, Superior Court of Justice, Small Claims Court, and a variety of administrative tribunals, including the Human Rights Tribunal. Maria has particular expertise in written advocacy and extensive experience drafting and negotiating complex employment contracts and related documents.

During law school, Maria received several academic awards and graduated in the top ten percent of her class. She was actively involved with Pro Bono Students Canada, administered a student-run immigration law clinic, and completed a clinical law program at the Dalhousie Legal Aid Service. Prior to attending law school, Maria obtained a Bachelor of Arts in International Development from McGill University, where she graduated with First Class Honours and ranked on the Dean's List. While at McGill, Maria served on the board of directors of an international charity and completed field studies in Uganda and Tanzania.

Prior to joining Cassels Brock, Maria practised employment law and commercial litigation with a boutique firm in Toronto, after having summered and articulated with a leading national firm.

Call to the bar

Ontario, 2014

Associations

- Law Society of Upper Canada
- Canadian Bar Association

- Ontario Bar Association

Expertise

Employment & Labour
Litigation