

## John Wilkinson

Partner

### Toronto

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### Practice Areas

Charities & Non-Profits  
Corporate & Commercial  
Employment & Labour  
Privacy & Access to  
Information  
Private Equity  
Regulatory  
Sports  
Technology & Intellectual  
Property  
Universities & Colleges  
Wills, Trusts & Estates

John Wilkinson practises corporate and commercial law for universities, not-for-profit organizations, charities, self-regulatory bodies, owner-managed businesses, and associations (including industry associations and sport organizations).

John's expertise includes corporate governance, negotiation of agreements, risk management, commercialization of intellectual property, mergers and acquisitions, and policy development.

Clients for whom John works range from public companies to owner-managed businesses, and from universities to private foundations. John's expertise includes law related to corporate governance, mergers and acquisitions, shareholder agreements, commercial employment agreements, risk management, intellectual property, charities, sports and Olympic law and professional regulation.

#### Called to the Bar

- Ontario (1987)

#### Education

- LL.B., Dalhousie University, 1985
- B.A. (Hons.), University of Toronto, 1982
- Canadian Securities Course, Canadian Securities Institute, 1987

#### Affiliations

- Ontario Bar Association
- President of the Canadian Association of University Solicitors (CAUS)
- National Association of Colleges and University Attorneys
- Toronto Board of Trade
- Toronto Cricket, Skating & Curling Club

### WeirFoulds LLP

4100 – 66 Wellington St. West  
PO Box 35, TD Bank Tower  
Toronto, ON M5K 1B7

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Significant Transactions

John has acted in mergers, acquisitions, financings, outsourcing transactions and public-private arrangements.

## Awards

- Recipient of the 2019 John Hackett Memorial Award by the Canadian Association of University Solicitors (CAUS)
- Recipient of the 1995 Province of Ontario Volunteer Service Award

## Professional Activities

- Vice-Chair, Canadian Centre for Ethics in Sports (CCES)
- Vice-Chair, University of Toronto Schools (UTS)
- Secretary, Osgoode Society for Canadian Legal History
- Former President, Canadian Association of University Solicitors (CAUS)
- Adjunct Professor, University of Western Ontario: Confidential Information, Access and Privacy, 2008
- Adjunct Professor, University of Western Ontario: Confidential Information, Access and Privacy, 2006

## Community Involvement

Member of the **Mayor's Pan/Parapan American Games Reference Group**

### **Ontario Tourism Education Corporation (OTEC)**

Founding Member of the Board of Directors of the **Toronto Sports Council** and **Toronto Emerging Athletes Mentorship (TEAM) Fund**

## Corporate Directorship

### **Ontario Tourism Education Corporation (OTEC)**

Founding Member of the Board of Directors of the **Toronto Sports Council** and **Toronto Emerging Athletes Mentorship (TEAM) Fund**

Board Member of the **Canadian Centre for Ethics in Sport (CCES)**

## Speaking Engagements

- Speaker, "Navigating Legal and Ethical Responsibilities for Board Professionals", University of Ottawa's Faculty of Law, Online, November 27, 2024
- Speaker, "The Ever-Open Eye: Video Surveillance in Long-Term Care Homes", AdvantAge Ontario, Online, May 25, 2023
- Speaker, "Learn about the updated *Ontario Not-For-Profit Corporations Act*", WeirFoulds LLP, October 18, 2021

- Speaker, "What Universities and Colleges Look for in Locating Campuses and Satellite Campuses", WeirFoulds Municipal Infrastructure Forum, Etobicoke, Ontario, September 12, 2017
- Speaker, "Crisis Management: Expecting the Unexpected ☒- Practical and Legal Responses to the Inevitable", Canadian Network of Agencies for Regulation Conference, Toronto, Ontario, November 2-3, 2016
- Speaker, "The Intersection of Privacy, Social Media & The Workplace", WeirFoulds LLP, Toronto, Ontario, October 20, 2016
- Speaker, "Crisis Management: Expecting the Unexpected ☒- Practical and Legal Responses to the Inevitable", Canadian Network of Agencies for Regulation Conference, Toronto, Ontario, September 2-3, 2016
- Presenter regarding "Canada and Ontario Not-for-Profit Corporations Legislation, and CRA Audits" at the Not-For-Profit and Charity Finance Leadership Certificate program offered by the Certified Management Accountants of Ontario's Professional Development Institute on Wednesday, April 22, 2015
- Speaker, "BYOD and Privacy", WeirFoulds Employment & Labour Group Client Seminar, Toronto, Ontario, April 17, 2015
- Co-presenter, "Workplace Whistleblowing: Elements & Considerations", 2015 Professional Development Seminar, WeirFoulds LLP, February 24, 2015
- Presenter, "Policy-Making and Legal Risk Management" on February 12, 2015 at the "2nd High Level Policy Development Course" (a Federated Press event)
- Presenter, "Corporate Records Management" at 15th General Counsel's Role in Maximizing Board Effectiveness in Toronto (Federated Press) on December 2 & 3, 2014
- Presenter regarding "Canada and Ontario Not-for-Profit Corporations Legislation, and CRA Audits" at the Not-For-Profit and Charity Finance Leadership Certificate program offered by the Certified Management Accountants of Ontario's Professional Development Institute on Friday, June 27, 2014
- Presenter regarding "Canada and Ontario Not-for-Profit Corporations Legislation" at the Not-For-Profit and Charity Finance Leadership Certificate program offered by the Certified Management Accountants of Ontario's Professional Development Institute on Friday, May 30, 2014
- Presenter, "Drafting Effective & Enforceable Information Governance Policy," Federated Press Information Governance for Law Department Conference, November 12, 2013
- Presenter, "Guarding Against Liability for Privacy Breach: What Does a Right of Action for Intrusion Upon Seclusion Mean to Future Case?", The Canadian Institute's 19th Annual "Provincial/Municipal Government Liability" Seminar, February 5, 2013
- Presenter, "Corporate Records Management" (and Cloud Computing), 12th General Counsel's Role in Maximizing Corporate Performance, Federated Press, December 4, 2012
- Co-presenter, "What do Risk Managers Need to Know about the *Freedom of Information and Protection of Privacy Act (FIPPA)*?", Canadian Healthcare Risk Management Network, Annual Conference, Toronto, October 24, 2011
- Speaker, "Document Retention: A Checklist of What You Really Need to Keep and for How Long", Document Management & Retention, The Canadian Institute, May 4-5, 2011
- Speaker, "Assessing Director Succession Planning, Board Composition and Structure", 17th Board and CEO Assessment Course, Federated Press, April 11-12, 2011
- Co-presenter, "The Creation, Use and Risk Assessment Analysis of Document Management Policies, 8th Annual General Counsel's Role in Maximizing Board Effectiveness, Federated

Press, December 21, 2010

- Co-presenter, "The Creation, Use and Risk Assessment Analysis of Document Management Policies, 7th Annual General Counsel's Role in Maximizing Board Effectiveness, Federated Press, March 25, 2010
- "Risk Management Through Records Management", Internal Controls course, Lorman Education Services, May 14, 2009
- "Assessing Director Succession Planning, Board Composition and Structure", 15th Board & CEO Assessment Course, Corporate Learning Federated Press, May 11, 2009
- "Records Management and Electronic Discovery: Are you prepared?" The Conference Board of Canada: Corporate Counsel Forum, November 6 and 7, 2007
- "Seventeen Elements of Risk Management", Not-For-Profit Organizations and Charities in Ontario, October 16, 2007
- "Document Retention and E-Discovery: Best Practices for Canadian Universities", Canadian Association of University Solicitors, (with Al Formosa, WeirFoulds), September 21, 2007
- "Directors' Roles and Responsibilities", Markham Enterprises Corporation, June 12, 2007
- "Document Retention and E-Discovery: Best Practices for Canadian Corporations - Mission Possible", Post-Conference Workshop, Markus Evans Conference (with Greg Richards and Frank Walwyn, WeirFoulds), October 19, 2006
- "LHINs Legislation and Community Health Centres", Association of Ontario Health Centres: Workshop Presentation, June 8, 2006
- "Practical Privacy Law Compliance in Canada", Linux World/Network World Conference and Expo: Regulatory Compliance - Why do I need it and How do I do it?, April 2005
- PHIPA Presentation, University of Western Ontario Faculty of Law, March 10, 2005
- "Databases: A Wealth of Information", Innovation, Ownership, Industry and Research: Who Profits?: University of Toronto Clinician Investigator Program: Innovations Retreat, September 23, 2004
- "PIPEDA: A Practical Primer: 10 Principles", Toronto Lawyers' Association, February 10, 2004
- "List of Seventeen Risk Management Issues", Your Charity and Business: Revenue Diversification for Non-Profit Organizations, Canadian Fundraiser Workshop, January 21, 2004
- "Privacy and Legal Agreements", Ontario Hospital Association, Ottawa, Ontario, December 12, 2002
- "Privacy Primer", Ontario Hospital Association's Annual Convention & Exhibition 2003, November 18, 2002
- "Corporate Governance", Central East (Whitby) Mental Health Implementation Task Force, October 7, 2002
- "Securing and Hosting Major Sporting Events", Insight conference, Sports Management: Cutting Edge Strategies for Managing Sport as a Business, August 20, 2002
- "Risk Management", Canadian Association for Co-operative Education National Conference, Ottawa, Ontario, August 13, 2002
- Delivered several seminars on privacy law for private sector clients
- "The *Personal Information Protection and Electronic Documents Act*", (the Federal *Personal Information Protection and Electronic Documents Act* and the proposed Provincial privacy legislation, Risk Management, Commercialization of Intellectual Property, Revocation of Degrees, and Accommodation of Students with Disabilities), Ontario University Registrars' Association Conference, Niagara Falls, Ontario, February 11, 2002
- Speeches for Provincial Sports Organizations regarding Incorporation and Risk Management Techniques

- "The *Personal Information Protection and Electronic Documents Act*", CASCON, November 6, 2001
- "A First Aid Kit for Minimizing Risk", Ontario Hospital Association's Annual Convention & Exhibition 2002, November 5, 2001
- "Corporate Governance and Advising an NPO" Ontario Bar Association, The ABC's of NPO's: Getting Oriented in the World of Not-for-Profit, May 29, 2001
- Presenter at the University of Western Ontario on Privacy Legislation, May 28, 2001
- Speaker at the University of Guelph's "Co-Op Managers' Conference", May 24, 2001
- "Occupational Health and Safety and Liability Issues" The 3rd Annual General Meeting of the Canadian Association of University Research Administrators (CAURA), May 7, 2001
- "Theme 2 - Legal" lead presenter during the Toronto Olympic Bid's presentation to the International Olympic Committee, March 2001
- "Confidentiality and Information Security" Ontario University Registrars' Association 2001 Conference at Deerhurst, February 2001
- "Gaining Charitable Status: A Dialogue" June 2000 Seminar put on by the United Way of Greater Toronto, The City of Toronto, Canadian Centre for Philanthropy and the Volunteer Lawyers Service
- "The Charity In Business" AVR International Philanthropy Forum, April 2000
- "Contracting For On-line Advertising: What You Are Buying and How to Ensure You Are Getting It" Co-presenter at March 2000 Conference on Bullet-Proofing Your On-Line Business
- "Academic Integrity and Copyright Law" Canadian Association of Student Judicial Affairs Conference, 1999
- "Legal Structures, Duties and Responsibilities" Lecture in 1999 to students in the Arts Administration/Cultural Management certificate program of Humber College
- "Legal Aspects of Non-Profit's Engaging in Revenue Generating Businesses" Centrum 1999 conference, Partners for Prosperity - Creating Community Wealth: Strategies for Marrying Corporate and Community Interests, Delivering Targeted Training and Family-Sustaining Job Creation
- "Director's Liability" Ontario Bar Association Volunteer Lawyer Service seminar, 1998
- Speaker at the 1998 conference of Canadian Association of University Solicitors on Charities and Fundraising
- "New Partnerships / New Directions" the Legal Aspects of Partnerships, Joint Ventures, Mergers and Other Types of Alliances, Ontario Hospital Association 1997 Conference
- Speaker at several community group meetings regarding Quebec referendum and at numerous Self Employment Initiative Programs
- "Cultural Legal issues for Organizations" Centrum 1997 Information Seminar, Practical Community Economic Success Strategies
- Speaker at the Law Society of Upper Canada's 1995 Fundamentals of Not-For-Profit Organizations and Charities seminar
- "Arbitrations and Arbitration Clauses" The Canadian Institute course, Commercial Lease Defaults: A Legal and Business Guide, May 1991

## Publications

- Ontario Employers: More Upcoming Changes – *Working for Workers Five Act, 2024*, May 14, 2024
- New Requirements for Employers in Ontario: *Working for Workers Four Act, 2023*, April 02, 2024
- Employer Update: Naloxone Kits Now Required in At-Risk Workplaces under Ontario

Occupational Health and Safety Act, June 08, 2023

- Ontario Further Expands its Workplace Inspections Campaign to Combat COVID-19, January 21, 2021
- Ontario Ramps up Workplace Inspections to Combat COVID-19, January 14, 2021
- Ontario Declares Emergency and Issues Stay-at-Home Order: What are the Implications for Employers?, January 13, 2021
- Ontario Introduces further COVID Restrictions and Promises \$300 million to help Businesses Weather the Storm: What Employers Need to Know, October 11, 2020
- Ontario Issues a New COVID-19 Screening Tool for Workplaces, September 29, 2020
- Back in Business? Strict Requirements and Other Considerations for Ontario Employers as Select Businesses are Permitted to Reopen, May 15, 2020
- New Rules for Charities and their Public Policy Dialogue and Development Activities, April 23, 2019
- Privacy Breaches: New Mandatory Notification Requirements Under PIPEDA, November 01, 2018
- Estate Alert – 2015 Federal Budget Highlights, April 22, 2015
- Quiz: Governance and Regulatory Issues, October 01, 2013
- Personal and Ethical Use of Work Computers, December 03, 2012
- Client Newsletter – Winter 2012, December 03, 2012