

### **Sandra Guarascio – Roper Greyell**



Sandra is a partner\* at Roper Greyell and is a member of its management committee. She practices in all areas of employment and labour law, with a focus in human rights and respectful workplace issues.

Sandra is focused on the needs of her clients and works with public and private sector employers providing proactive and practical advice for unionized and non-unionized environments. Her particular interests include management-side representation, respectful workplace issues, investigations, hiring and termination issues, accommodation and disability management, collective agreement administration and disputes, workplace policy development and training.

A strong advocate for her clients, Sandra offers a balanced approach to their workplace issues through creative problem solving and strategic intervention. Her methodology to client challenges enables her to find strong and thoughtful solutions. She provides strategic advice to employers in handling complaints and addressing respectful workplace issues including workplace and employment discrimination, harassment, bullying and workplace conflict. She is a skilled investigator who has conducted numerous workplace investigations including those in highly sensitive circumstances and in complex environments. She also designs and conducts workplace audits for employers and handles formal complaints provincially and federally.

Sandra is an experienced facilitator and speaker, an instructor with the Pacific Coast University for Workplace Health Services, and a guest lecturer at the British Columbia Institute of Technology. She is also a volunteer with the BC Law Society and Continuing Legal Education, serving as co-chair of the award winning annual CLE Human Rights Conference.

Outside the office, Sandra recharges by connecting with nature. She can usually be found meandering on beaches and trails with her family and their three much loved Rhodesian Ridgebacks.

\*Law corporation