

Hearing File No.: HE20250004
Citation Issued: April 17, 2025

LAW SOCIETY OF BRITISH COLUMBIA TRIBUNAL
HEARING DIVISION

BETWEEN:

LAW SOCIETY OF BRITISH COLUMBIA

AND:

RESPONDENT 6

RESPONDENT

CITATION

TO:



Vancouver, BC V6C 3E8

AND TO: **Their Solicitor, Joven Narwal, K.C.**
Narwal Litigation LLP
970-777 Hornby Street
Vancouver, BC V6Z 1S4

TAKE NOTICE THAT by direction of the Discipline Committee of the Law Society of British Columbia, a Hearing Panel of the Law Society will, at a date and time to be set, conduct a hearing to inquire into your conduct or competence as a member of the Law Society of British Columbia, in accordance with section 38 of the *Legal Profession Act*. Parts 4 and 5 of the Law Society Rules outline the procedures to be followed at the hearing. Your appearance before the Hearing Panel may be your only opportunity to present evidence, call witnesses or make submissions.

The allegations against you are:

1. Between approximately January 2020 and May 2023, in the course of operating your legal practice, you bullied and/or harassed one or more of your law firm's employees, contrary to one or more of rules 2.2-1, 6.3-4, 7.2-1, and 7.2-4 of the *Code of Professional Conduct for British Columbia*, then in force, by doing one or more of the following:
 - (a) communicating in an abusive, offensive, or discourteous manner to one or more of seven employees;
 - (b) ordering an articling student not to sleep until he completed an assignment; and
 - (c) routinely yelling at and/or belittling employees with whom you were displeased, which created a hostile work environment that adversely affected individuals employed by or working for your firm.

This conduct constitutes professional misconduct, pursuant to s. 38(4) of the *Legal Profession Act*.

2. On or about December 20, 2021, you made an unwelcome comment of a sexual nature to an employee of your law firm, which amounted to sexual harassment and/or discrimination on the basis of sex, contrary to one or both of rules 6.3-3 and 6.3-5 of the *Code of Professional Conduct for British Columbia*, then in force.

This conduct constitutes professional misconduct, pursuant to s. 38(4) of the *Legal Profession Act*.

3. In December 2022, at the office Christmas tree decorating party, you made an unwelcome comment to an employee of your law firm, which amounted to sexual harassment and/or discrimination on the basis of sex, contrary to one or both of rules 6.3-3 and 6.3-5 of the *Code of Professional Conduct for British Columbia*, then in force.

This conduct constitutes professional misconduct, pursuant to s. 38(4) of the *Legal Profession Act*.

If you fail to appear at the hearing, the Hearing Panel may proceed with the hearing in your absence and make any order that it could have made had you been present.

DATED at Vancouver, British Columbia, this 17th day of April, 2025.

A handwritten signature in black ink, appearing to read 'Tara McPhail', is written above a horizontal line.

Tara McPhail
Chief Legal Officer
The Law Society of British Columbia