

# Cause for Termination: What HR Must Prove and How to Do It Right



**Recorded Date:** November 27, 2025

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Firing for cause is one of the most high-risk moves an employer can make—and one of the hardest to get right under Canadian law.

Join employment lawyer **Kristen Shaw** for a must-attend session that breaks down what legally qualifies as “just cause” for termination, how courts are evaluating these cases, and what HR needs to do to prepare a defensible case.

In this 60-minute webinar, you'll learn:

- The legal definition of “cause” and the difference between misconduct and poor performance
- What types of behaviour and evidence meet the legal threshold
- Key steps HR must take before, during, and after the termination process
- How to document incidents to support a cause-based dismissal
- Recent case law that's reshaping how tribunals view cause claims
- Whether you've had to terminate for cause or just want to prepare for the possibility, this session will help you minimize legal exposure and protect your organization.

