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Gord holds a Master's Degree from the University of Toronto and received his Law Degree from Toronto's Osgoode Hall Law School in 1982. After his call to the Ontario bar in 1984, he practiced law with a management side law firm until 1994, thereafter serving as Co-Chair, Employment and Labour Law Group of another law firm. He was appointed in 1999 to the Ontario Ministry of Labour, Training and Skills Development's list of arbitrators under the Ontario Labour Relations Act, and in 2002 to the list of adjudicators for disputes under the Canada Labour Code, later becoming a member of the Ontario Grievance Settlement Board. Since 1998 he has practiced as a mediator and arbitrator in employment and labour disputes. He also taught Business Negotiations and Dispute Resolution courses from 2002 - 2006 at the University of Toronto.