



WRONGFUL TERMINATION (*Wrongful Discharge*)

DEFINITION: The discharge or termination of an at-will employee in violation of state or federal anti-discrimination statutes, public policy, or an employment contract.
(Black's Law Dictionary)

ELEMENTS:

1) EMPLOYMENT WAS TERMINATED FOR AN ILLEGAL REASON

Illegal reasons for termination include:

- **DISCRIMINATION** (*BASED ON PROTECTED CLASS – RACE, CREED, COLOR, ETC*)
- **REFUSAL TO DO AN ILLEGAL ACT** (*DRIVING WITHOUT A PROPER LICENSE*)
- **AFTER EXERCISING A LEGAL RIGHT** (*JURY DUTY*)
 - **WAGE AND HOUR DISPUTES**
- **AFTER A WORKPLACE INJURY**
- **SEXUAL HARRASMENT**
- **RETALIATION** (*WHISTLEBLOWER CASES*)
- **CONSTRUCTIVE DISMISSAL** (*MAKES WORK ENVIRONMENT SO DIFFICULT TO COERCE YOU INTO QUITTING*)

4) DAMAGES