

Legal Recourse Available Upon Wrongful Employment Termination

Losing your job for unexplained or seemingly improper reasons can be difficult for anyone to handle, especially in the immediate aftermath of getting terminated. Depending upon the terms of your employment and the conditions stated in your hiring contract, the legitimate reasons for receiving a termination can vary from state to state. Federal law applies to every person in the realm of anti-discrimination and Civil Rights statutes.

However, each state, including Oregon, has its own laws that apply within its jurisdiction. Because of this, the services of one of many **Portland law firms** in the state should be sought when there are uncertainties about whether you have been unjustly fired.

Civil Rights Protections for Workers

As stated, the Federal Civil Rights Act of 1964 stands as a guardian to protect the rights of all citizens in the workplace or those applying for a position from being discriminated against on the basis of race, age, sex, color, disability, national origin or pregnancy. In addition to these protections, states such as Oregon have their own statutes that either expand or add to these Federal protections. In order to find the complete scope of your rights as an employee, an **attorney Portland Oregon** professional is best qualified to give you the most updated list of worker protections.

Knowing Your Rights First

It is wise both during the course of your employment and after a possibly unlawful termination to know your rights before you take any action. While employed, understanding the terms of your employment according to your hiring contract is important. If you've been fired in contradiction to the terms of your agreement with the employer, then legal action may be something to consider.

You may gain access to the specific contract information that indicates the legitimate reason for your termination either before or after such an event. If your employer provides this, then you can be satisfied that your termination was legal. Otherwise, other steps can be taken to obtain restitution.

Act Quickly

Filing a lawsuit for unlawful termination from a job has a statute of limitation of 180 days. So you must act relatively quickly to ascertain the facts and make a determination regarding your next course of action. An attorney who specializes in such cases can help you determine how your case stands up under the law and the prospects for receiving compensation or other beneficial results such as regaining your job, promotion or back pay.

Your former employer will have its own **business lawyer** and legal team, so it is incumbent upon you to have solid representation as well. It is in your best interest to discover the facts as soon as possible upon your questionable termination and utilize the services of a professional advocate who can help facilitate the best outcome possible in your case.