

“What to Do If You’re Wrongfully Terminated”

By Marcus Patel, J.D.

Introduction

Being let go from your job can feel devastating, especially when it seems unfair. Understanding your rights helps you take the right steps forward.

At-Will Employment vs. Wrongful Termination

Most states follow “at-will” employment, meaning employers can terminate workers for almost any reason. However, firing someone because of **discrimination**, **retaliation**, or **whistleblowing** is illegal. If you believe your termination was unjust, you may have grounds for legal action.

First Steps

1. **Request your termination reason in writing.**
2. **Save evidence**—emails, reviews, or policies that show inconsistencies.
3. **Avoid signing a severance agreement** until a lawyer reviews it.

Filing a Complaint

You may file with the EEOC or your state’s labor agency, but deadlines are strict—often within 180 days. An attorney can help evaluate your case and ensure your rights are protected.

Final Thoughts

Losing a job is hard, but it doesn’t mean losing your voice. Taking informed steps early can help you find justice and closure.

About the Author

Marcus Patel, J.D. is an Atlanta-based employment attorney dedicated to defending workers’ rights and promoting fair treatment in the workplace.