

# MICKEY LAW GROUP

## **MY EMPLOYER DISCRIMINATED AGAINST ME, NOW WHAT?**

Texas is an at-will state, meaning you can be terminated for any reason, or no reason at all. Yes, that includes the general “I was fired because I didn’t get along with my supervisor” or “my supervisor just didn’t like me,” in certain instances. However, you **cannot** suffer adverse employment consequences due to a discriminatory reason. Even in an at-will state, this is illegal. Have you been terminated or are you being treated unfairly on your job? Were you skipped over for a promotion? Read on to see if you may have a cause of action.

### **Discrimination is prohibited by federal and state law**

Discrimination laws protect members of a protected class from being discriminated against. Federal laws that are most often violated include the Civil Rights Act of 1964 (Title VII), Title I of the Americans with Disabilities Act of 1990 (ADA), Sections 102 and 103 of the Civil Rights Act of 1991, the Age Discrimination in Employment Act of 1967 (ADEA), and the Equal Pay Act of 1963 (EPA). Texas-specific laws prohibiting discrimination can be found in the Texas Labor Code, namely the Texas Commission on Human Rights Act which prohibits discrimination based on age, sex, race, and national origin.

### **Are you a member of a protected class?**

Not all employees are “protected” by federal or state discrimination laws. The protected classes include race, color, age, religion, sex, pregnancy, gender identity, national original, disability, genetic information, and sexual orientation.

### **Have you suffered an adverse employment action?**

An adverse employment action is an action that negatively affects and employee’s job, such as termination, denial of a promotion, not getting hired for a job, harassment, denial of a reasonable workplace accommodation, and retaliation.

### **Is your employer covered?**

Not all employers are covered by discrimination laws. An employer has to have a minimum number of employees to be covered, depending on the type of discrimination alleged. There are set deadlines for when a claim can be filed.

If you are a member of a protected class and have been the victim of an adverse employment action, you might have a claim of discrimination. Call MLG right away at 713.360.7719 or click [here](#) to schedule a consultation. We can assess your case and provide an action plan ensuring you do not miss your filing deadline and make all relevant claims.

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\*\* This is a general overview of employment discrimination for informational purposes only. Each matter is different and may require different actions.