



Wright Law Firm

EMPLOYMENT LAW



At Wright Law Firm, we have had the advantage of working on both sides of an employment dispute. Because of this, we understand the difficulties these situations can create, particularly when the employee in question remains on the job after a complaint is lodged or a lawsuit is filed.

Whether an employee is claiming they were sexually harassed or discriminated against when they were bypassed for a promotion, we have tremendous experience helping employers navigate the oftentimes delicate work atmosphere that arises after an employee files a claim or complaint. Even the smallest of employment decisions can affect the employee in question and become potential retaliation claims. Wright Law Firm's employment practice has advised numerous employers on ways to mitigate potentially tense situations before they turn into such retaliation claims.

In addition to defending against employees' claims of sexual harassment and all forms of discrimination, including gender, race, and sexual orientation, we

have also successfully represented employers in claims brought by their employees for wrongful termination, contract disputes, and issues arising out of alleged violations of state and federal statutes.

Dealing with an Employee's Claim of Wrongful Termination

Even if an employee is in their probationary period, or lacks the protection of civil service or a contract, an employee can still bring a lawsuit after they have been terminated. Employees can successfully claim that they were terminated for discriminatory reasons, or because they were "whistleblowers", or can claim that their termination violated "public policy".

Employers must keep in mind that no matter the status of the employee, termination frequently gives rise to litigation. Our attorneys can assist in pre-termination consultations, and in representing employers who are sued. Employment claims are varied and often complicated by extenuating circumstances. Because of the difficult situations these cases can cause, it is

essential to obtain the assistance of an experienced attorney as soon as possible.

Responding to an Employee's Contract Dispute

Often, the terms and conditions contained within an employee's contract are inadvertently ambiguous or confusing.

When questions arise about the specifics of an employee's contract, it may be helpful to seek the advice of an experienced attorney to help deal with these situations before they turn into a larger legal problem. We have assisted many employers in resolving issues with their employees when disputes over the terms and conditions of their contracts have arisen. In turn, Wright Law Firm has successfully advised employers during settlement negotiations, including non-monetary settlements. Wright Law Firm also provides pre-litigation advice to our municipal clients that can help to prevent an expensive lawsuit.

Phone 480) 558-1700

Email office@wrightlawaz.com