

## Wrongful Termination in New Jersey: Protecting Employee Rights

Results achieved in prior matters are not meant to be a guarantee of success as the facts and legal circumstances vary from matter to matter.

If an employee does not have a contract or is not part of a union or civil service, the employee is an at-will employee. Employment at-will is a legal doctrine in which an employer or employee can terminate the employment relationship at any time, for any reason (so long as it is not discriminatory or retaliatory), or for no reason at all, with or without notice. This means that employees can leave their jobs without needing to provide a cause, and similarly, employers can fire employees without needing to justify their decision, provided the termination does not violate specific laws. However, if you believe that your termination was a result of violation of any of the employment laws, you may have a legal claim against your employer.

Even in an at-will employment state like New Jersey, your employer cannot fire you for reasons that are discriminatory, retaliatory, or otherwise unlawful. If you suspect your termination violated your rights under state or federal employment laws, the experienced employment attorneys at Wilentz, Goldman & Spitzer P.A. can help. **Contact us today for a confidential consultation.**

**To speak with an attorney about your legal options, please call: 732-352-9858.**