



Personnel Practices Audit: Terminations

Answer these questions about your company's termination practices to ensure that you can defend yourself in a wrongful discharge suit.

Does your company have a history of discharging employees for any of the following reasons?

1. Filing a workers' comp claim?

- Yes
- No

2. Being outspoken on issues with which your company disagrees?

- Yes
- No

3. Refusing to engage in activities they felt violated state or federal statutes?

- Yes
- No

4. Reporting suspected health hazards to a state agency?

- Yes
- No

5. Missing time because of jury duty?

- Yes
- No

6. Blowing the whistle on a superior or a co-worker who violated a law or company policy?

- Yes
- No



7. Filing a wage-hour complaint?

- Yes
- No

8. Filing charges with or giving testimony to a state or federal agency for workplace violations?

- Yes
- No

9. Having wages garnished?

- Yes
- No

10. Opposing a discriminatory employment practice or filing a charge?

- Yes
- No

11. Testifying or helping in an employment-related investigation?

- Yes
- No

12. Refusing a polygraph test?

- Yes
- No

You cannot fire an employee for any of the reasons listed here. If you answered “Yes” to any of these questions, you may be liable in a wrongful termination suit. That’s not to say you can’t fire the worker for other legitimate reasons—you just have to prove that the real reason was legitimate.