



## Twenty-One Reasons You Can't Be Fired

1. Your employer can't fire you because you complained about unsafe or unhealthy working conditions. [See Labor Code §6310 et seq.]
2. Your employer can't fire you because you complained about illegal workplace activity. [See Labor Code §1102.5.]
3. Your employer can't fire you because you missed work as a result of jury duty, or to be a witness in a legal proceeding. [See Labor Code §230.]
4. Your employer can't fire you for refusing to take a polygraph test. [See Labor Code §432.2.]
5. An employer can't fire you because you complained about not receiving overtime pay. Moreover, an employer can't fire you to avoid paying you a commission. [See *Gould v. Maryland Sound Industries* (1995) 31 Cal.4th 1137.]
6. Your employer can't fire you for engaging in lawful political activities. [See Labor Code §1101 and 1102.]
7. Your employer can't fire you because you discussed your earnings or salary with other employees. [See Labor Code §232.]
8. Your employer can't fire you for disclosing negative information about the employer's working conditions. [See Labor Code §232.]
9. Your employer can't fire you for joining a union. [See Labor Code §923.]
10. Your employer can't terminate you for engaging in lawful, off-duty activities. [See Labor Code §96(k).]
11. Your employer generally cannot terminate an employee because that employee is disabled. [See Government Code §12940(a).]
12. Your employer can't fire you because of your race or national origin. [See Government Code §12940(a).]
13. Your employer can't fire you because of your gender or sexual orientation. [See Government Code §12940(a).]
14. Your employer can't fire you because of your age (must be over 40 to qualify for protection). [See Government Code §12940(a).]
15. Your employer can't fire you because you complained about workplace sexual harassment. This is true even if you are not the individual who was harassed. [See Government Code §12940(h).]
16. Your employer can't fire you because you complained about workplace discrimination. [See Government Code §12940(h).]
17. Your employer can't fire you because you refused to engage in illegal conduct. [See Labor Code §1102.5.]
18. Your employer can't fire you because you testified against the company in connection with a claim before the Labor Board or the Department of Fair Employment and Housing. [See Government Code §12940(h).]
19. Your employer can't fire you because you exercised your right to care for a family member suffering from a serious health condition. [See Government Code §12945.]
20. Your employer can't fire you to avoid providing pregnancy leave. [See Government Code §12945.]
21. Your employer can't fire you because you made a claim for a workplace injury. [See Labor Code §132(a).]