



**You're
Fired!**

Wrongful Termination Lawsuits

Because of an increased number of federal, state, and local employment laws, virtually every employee has been provided the means and motivation, if they feel they were fired unfairly, to file a lawsuit. And many do. The number of employment-related lawsuits has skyrocketed in the past two decades.

What can community associations do to protect themselves?

- Use an employee handbook.
- Have a written policy statement on performance expectations.
- Hold orientation and training programs.
- Set regular reviews of employees' performance.
- Properly train supervisors and managers.
- Keep good documentation.

Employment Practices Liability Insurance (EPLI) protects employers from wrongful termination lawsuits. If you have any questions, please call Steve Dickerson at Morgan & Cheves (703-739-2346).