

## **Discrimination**

Many employers wrongfully terminate employees because of their race, religion, disability, age or gender. Such discharges are against California and federal law.

Discrimination can be defined as taking action against a person based on the group to which that person belongs rather than on individual merit. Discrimination takes many forms. Whether racial, age, disability, religious or sexual, discrimination in employment is illegal in California.

### **You cannot be fired from a job because of your**

- [Sex](#) (gender)
- [Sexual Orientation](#) (sexual preference)
- Gender Identity & Expression
- [Age](#)
- [Religion](#)
- [Race](#)
- [Color](#)
- [National Origin](#)
- [Ethnicity](#)
- [Disability](#)
- [Military Service](#)
- [Immigration Status](#)
- [Marital Status](#)
- [Pregnancy](#)
- [Union Activities](#)
- [Family and Medical Leaves of Absence](#)
- [Medical Condition](#)

These are protected categories or classes under the law. Employees who are fired for objecting to discrimination may bring claims of retaliation against their employer. This is true even if the employee cannot prove the underlying discrimination claim.