



Justice^{At Work}™

THE LARGEST AND OLDEST EMPLOYMENT
LAW FIRM IN THE SOUTHEAST DEDICATED
EXCLUSIVELY TO EMPLOYEE RIGHTS, WITH
A NATIONAL REPUTATION OF EXCELLENCE.

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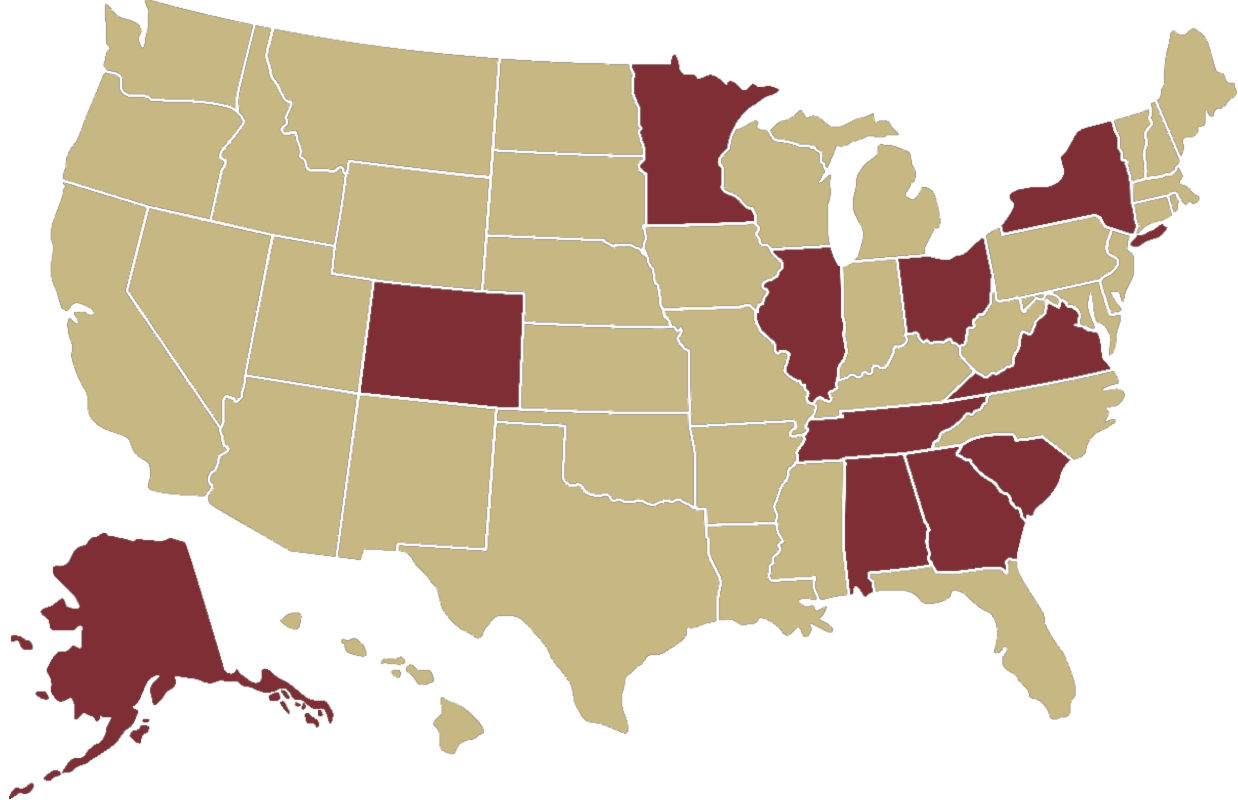
“WHAT I LIKE BEST ABOUT MY EXPERIENCE WITH THIS FIRM AND
THE STAFF IS THAT I FEEL LIKE MY OPINIONS ARE VALUED.”

-R.C.

Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of four branches.

Each branch, situated in states across America, proudly extends our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, these branches deliver invaluable legal representation tailored to the unique needs of each state they serve.



**Attorney Referrals
Accepted**

THE IMPORTANCE OF PROTECTING YOUR CIVIL RIGHTS IN THE WORKPLACE

Gettysburg College reported that the average person will spend 90,000 hours working in their lifetime. When we spend so much time in the workplace, it's only natural to expect an environment that supports your career, advancement, and safety. Unfortunately, this is not always the case. Instead, people have to worry about protecting their civil rights in the workplace, or risk being the victim of discrimination, harassment, and more.



UNDERSTANDING YOUR WORKPLACE RIGHTS AND LEGAL PROTECTIONS

Your workplace rights are protected by several key laws designed to combat issues like discrimination, harassment, and unfair treatment. This includes:

- **Title VII of the Civil Rights Act of 1964:** This act is one of the most significant pieces of legislation, prohibiting employment discrimination based on race, color, religion, sex, or national origin.
- **The Americans with Disabilities Act (ADA):** This act protects the rights of workers with disabilities throughout America and protects their right to reasonable accommodation in the workplace.
- **The Age Discrimination in Employment Act (ADEA):** The ADEA offers further protections for employees in cases of discrimination based on age.

Understanding these rights is crucial for every employee. You have the right to work in an environment free from discrimination and harassment. This means that any unwelcome conduct based on protected characteristics that make your workplace hostile or abusive is unlawful. Companies are required to enforce zero-tolerance policies to ensure a supportive work environment for all employees.

WAYS TO ADDRESS HARASSMENT IN THE WORKPLACE AND PROTECT YOURSELF

Understand Your Company's Anti-Harassment Policies: Familiarize yourself with your company's policies on harassment. These policies should outline the procedures for reporting harassment and the actions the company will take to address it. If they do not, you can seek legal action...

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