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HOW DOES NORTH CAROLINA'S EQUAL EMPLOYMENT PRACTICES ACT WORK WITH FEDERAL ANTI-DISCRIMINATION LAW?

If you were fired in North Carolina because of your sex, race, or religion, you may have more legal options than you think. The North Carolina Equal Employment Practices Act (NCEPA) once carried real enforcement power but the legislature stripped that away around 2010, leaving many to believe it can't help them anymore.

The truth is more hopeful.

While the NCEPA no longer stands on its own, it still works as a "mini Title VII" public policy statement that protects employees at companies with 15 or more workers. If you were terminated (not laid off, and not forced to quit), you can point to the NCEPA as the basis for a wrongful termination claim, often alongside stronger federal anti-discrimination protections.

North Carolina employment attorney Kathryn Abernethy explains exactly how these state and federal laws fit together, and how you can use them to fight back. Watch your video to learn where your workplace rights truly stand.

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HOW DOES NORTH CAROLINA EQUAL
EMPLOYMENT PRACTICES ACT INTERACT
WITH FEDERAL ANTI DISCRIMINATION
LAW?

KATHRYN ABERNETHY
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"MY CASE WAS A HARD ONE, BUT MR. MATTHEW BILLIPS, DETRA
HICKS, AND DIANA HOWE ARE THE MOST AMAZING INDIVIDUALS.
THEY KEPT ME INFORMED, UPDATED, AND HAD THE BEST OUTCOME.

I HIGHLY, HIGHLY RECOMMEND GIVING THEM A CALL. I WILL
RECOMMEND BARRETT AND FARAHANY TO ANY AND EVERYONE.

PLEASE GIVE THEM A CHANCE AND BE AS HAPPY AS I AM."

- S.L.

The North Carolina Equal Employment Practices Act (NCEPA) serves as a critical foundation for protecting employees from wrongful termination. Under this law, employers with 15 or more workers are prohibited from discriminating against employees based on specific characteristics, such as race, color, religion, sex, or national origin. While the NCEPA provides a strong state-level safeguard, it is often used in conjunction with federal anti-discrimination laws such as Title VII of the Civil Rights Act of 1964, which offers additional, robust protections.

If your termination violated the rights guaranteed by state or federal law, you have legal grounds to act. By identifying whether your termination was discriminatory or retaliatory, such as being fired for reporting harassment or unsafe working conditions, you can leverage these legal protections to assert your rights.

If you believe your employer violated your rights, timing is crucial. It's essential to document the circumstances surrounding your termination, including any discriminatory comments, policy violations, or evidence of retaliation.

Consulting with an experienced employment attorney can help confirm whether your case aligns with the legal standards established by the

NCEPA and federal law. Many attorneys offer free initial consultations, making it easier to evaluate your options without financial risk.

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Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region.

Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

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