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Employment issues affect all working people, both in their capacity as employers or employees. But more often than not, in legal cases involving employment, it is the employee who gets the short end of the deal and loses in the conflict because he has less financial resources than the employer.

Employees face numerous employment challenges. One of them is called â€œretaliatory terminationâ€•, which is defined as being terminated from a job for unlawful reasons, such as, for instance, when an employee exercises his or her right to seek legal redress. An employee can get retaliatory termination for such factors as having engaged in legally protected activities like reporting sexual molestations, whistle blowing, or some other actions that an employer would otherwise deem illegal.

Another common employment issue is racial discrimination. Despite laws prohibiting its practice, racial discrimination is still widespread, particularly in affluent and developed Western countries such as the United States and the UK. In the US, it is considered illegal to discriminate against anyone based on their ethnic origins. Such discriminatory acts may reflect on the personâ€™s terms or â€œconditions of employmentâ€•, such as wage, work hours, compensation, benefits, among others.

For employed baby boomers, or those in their forties or fifties seeking to be employed, age discrimination catches up on them and becomes a major employment issue. Age discrimination refers to unfavorable treatment, with respect to oneâ€™s employment terms, that he or she may have received because of age. According to recent trends, a person can be subjected to age discrimination even as early as in his mid-thirties. In some industries, the forties is already deemed â€œtoo oldâ€• to do certain jobs capably.

Age discrimination in employment is based on the presumption or the workforceâ€™s perception that older workers are not as capable or qualified as younger ones. Employers are also mindful of the increased benefits and higher salaries that are usually entitled to older and more experienced workers; in short, companies cut costs more by hiring younger applicants who are more open to lower salaries and fewer benefits. In these cases, the employment attorney Orange County residents often seek help with are those who have extensive experience in dealing with age discrimination issues.

Disabled people are also frequent targets of discrimination. Despite many of them with experience and qualifications for the job, employers usually regard them as a liability, more expensive to maintain than non-disabled employees. For this reason, the employment attorney Orange County CA has also specialize in litigating cases involving disability discrimination.

So if you think you have experienced any of these unlawful and discriminatory actions from your employer, you may want to know more about an employment attorney Orange Country CA residents consult, and check things out for yourself. To know more about employment issues, you can find out more on direct.gov.uk

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