

## Wrongful Termination – Employer

### Related Practices

#### Employment and Labor Law

- Wage, Hour, and Equal Pay Claims
- Whistleblower and Qui Tam Actions
- Wrongful Termination – Employee
- Wrongful Termination – Employer

Our South Carolina employment defense attorneys work closely with you, as a private or public employer, to help you manage your workforce and personnel issues from the application process to separation from employment. We assist employers and their human resource managers in creating and implementing fair and appropriate applications, interviewing and hiring procedures, personnel policies, evaluation procedures, handbooks, and contract documents. We also provide training to staff and management involving the governing local, state, and federal laws applicable to interviewing, hiring, compensation, disciplining, and termination of private and public employees.

If an employee's performance is lacking or if he or she engages in illegal or inappropriate behavior in the workplace, we advise employers as to strategies and methods for properly and thoroughly addressing and documenting the incident, counseling, training, or warning the affected employees, and other steps for protecting against potential wrongful termination claims. When an employee needs to be terminated because of performance problems or other misbehavior, our employment lawyers work with employers to guide them through the termination process, including the drafting of termination letters, severance agreements, and releases of claims.

Our attorneys have decades of combined experience representing employers in defending against wrongful discharge claims brought by separated employees, including representation of employers before the South Carolina Department of Employment and Workforce (SCDEW), the South Carolina Human Affairs Commission (SCHAC), the Equal Employment Opportunity Commission (EEOC), and the state and federal courts throughout South Carolina. Our attorneys are experienced in defending employers in discrimination, harassment, and retaliation lawsuits.

Because we understand that the defense of a wrongful termination lawsuit can be expensive and time consuming and may divert resources from your primary business operations or objectives, we work with you from the outset and throughout the case to develop and carry out a mutually agreed upon and realistic plan for defending, managing, and resolving the claim in an expeditious, cost-effective, and successful manner.