

Support & Resources for Wrongfully Terminated Civil Servants: Navigating Justice & Recovery"

- **Civil Service Strong (<https://www.civilservicestrong.org/>)**
 - Community-driven support for civil servants facing workplace challenges.
 - Advocacy and legal assistance resources.
 - Peer networking and career transition guidance.
- **Partnership for Public Service Federal Employee Resource Hub (<https://ourpublicservice.org/supporting-federal-employees-through-change/>)**
 - Offers support for current and former federal employees.
 - Provides legal guidance and policy advocacy.
 - Career development and transition resources.
- **Public Service Alliance (<https://thepublicservicealliance.com/>)**
 - Union-based support for public sector workers.
 - Legal representation and dispute resolution assistance.
 - Training and advocacy for workplace rights.
- **Technologists for Public Good (<https://www.publicgood.tech/>)**
 - Community of technologists supporting public sector professionals.
 - Job placement and networking opportunities.
 - Mentorship programs and advocacy for ethical governance.
- **R/FedNews (Reddit Community) (https://www.reddit.com/r/fednews/comments/qdgrgm/federal_employees_what_services_or_resources_are/?rdt=54016)**
 - Online community for federal employees.
 - Peer discussions on workplace challenges and wrongful termination cases.
 - Crowdsourced advice on legal rights and career opportunities.
- **Government Accountability Project (GAP) (<https://whistleblower.org/>)**
 - Whistleblower support and legal assistance.
 - Policy reform advocacy for federal employees.
 - Resources for reporting workplace misconduct and wrongful termination.
- **Office of Special Counsel (OSC) (<https://osc.gov/>)**
 - Investigates whistleblower retaliation and prohibited personnel practices.
 - Provides legal avenues for addressing wrongful termination.
 - Offers protections for federal employees reporting workplace violations.
- **Merit Systems Protection Board (MSPB) (<https://www.mspb.gov/>)**
 - Independent agency that reviews wrongful termination cases.
 - Legal recourse for federal employees facing adverse actions.
 - Appeal process guidance and case law resources.
- **National Employment Lawyers Association (NELA) (<https://www.nela.org/>)**
 - Network of attorneys specializing in employee rights.
 - Legal aid and pro bono services for wrongful termination cases.
 - Advocacy for fair employment policies and workplace justice.
- **Federal Employee Legal Services Center (<http://www.felsc.com/index.htm>)**
 - Legal representation for federal employees in disputes.
 - Assistance with administrative hearings and appeals.
 - Consultation services on employment law and wrongful termination claims.

Federal laws that apply to Wrongful Termination

<https://www.ftc.gov/policy-notices/no-fear-act/protections-against-discrimination>

- Law
- [Title VII of the Civil Rights Act](#)
 - This law prohibits discrimination based on race, color, religion, sex, or national origin.
- [Age Discrimination in Employment Act \(ADEA\)](#)
 - This law protects individuals who are 40 years of age or older from discrimination based on age.
- [Americans with Disabilities Act \(ADA\)](#)
- This law prohibits discrimination against qualified individuals with disabilities in employment.
- [Family and Medical Leave Act \(FMLA\)](#) This law gives eligible employees with unpaid, job-protected leave for specified family and medical reasons.
- [Equal Pay Act](#)
- This law requires equal pay for equal work regardless of gender.
- [Whistleblower Protection Laws](#)
- What is it?
- These laws protect employees who report violations of laws or regulations by their employers.
- Manifest Law©. Learn more on www.manifestlaw.com

- **State laws**
- Some states extend protections beyond what federal laws provide. They might include additional categories for discrimination (like sexual orientation or gender identity) or lower the threshold for what constitutes harassment or discrimination.
- For example, the [California Fair Employment and Housing Act \(FEHA\)](#) prohibits discrimination based on additional categories such as sexual orientation, gender identity, gender expression, marital status, and military or veteran status.
- [New York State's Human Rights Law](#) includes protections against discrimination based on sexual orientation, gender identity, and transgender status.
- Additionally, state laws may broaden protections for whistleblowers, to cover more situations or provide additional remedies for retaliation. Massachusetts has strong whistleblower protections under the [Massachusetts Whistleblower Protection Act](#), which covers public and private sector employees and provides legal remedies for retaliation.
- Requirements for termination procedures, like giving advance notice before a layoff or providing a reason for termination, can also vary depending on the state.
- For instance, [California's WARN Act](#) requires 60 days' advance notice for layoffs affecting 50 or more employees at companies that have 75 or more employees. However New York's mini-WARN Act, applies to employers with 50 or more full-time employees and requires 90 days' advance notice for mass layoffs affecting 25 or more employees.
- Overall, state laws can provide additional protections for employees and set standards that go beyond what federal laws require. If you think you have a case for wrongful termination, it's important to be aware of the specific laws and protections in your state, and understand your rights at the federal and state levels.

