

Workplace Discrimination

When it comes to issues of workplace discrimination, the legal complexities can run extremely deep. When an employee attempts to take legal action citing workplace discrimination, he or she needs to show evidence that the termination was a result of his or her membership in a protected class — because of gender, race, religion, age, national origin or handicap.

If and when civil litigation is pursued, damages are directly related to an employee's salary/hourly wage. It's imperative to have an experienced Gainesville workplace discrimination lawyer working to obtain, analyze and present all facts related to the case to arrive at an optimal resolution.

Some of the areas I handle on behalf of employees include:

- Workplace discrimination
- Wrongful termination
- Wage-hour issues
- Arbitration and grievance procedures
- Professional licensure and discipline
- Severance packages and non-compete agreements

Ocala And North-Central Florida Age Discrimination Lawyer

Because I've worked as an attorney for nearly 30 years, I have a comprehensive knowledge of this domain of law, and I am prepared for any type of issue that arises.

I can help you determine whether you have the evidence to file an administrative complaint, help you file such a complaint with the Florida Commission on Human Relations or the Equal Employment

Opportunity Commission, and file in state or federal court. In most cases, the claim will be mediated before going to trial.

Throughout every step in this process, I'm able to help employees file optimally, undertake discovery and inform them of what damages are commensurate with their case.

Regardless of your issue, I look forward to putting my experience to work for you.

Sexual Harassment

Sexual harassment in the workplace can poison morale and create a hostile work environment for employees. With the potential for legal complexities to run extremely deep, it is important to have an experienced employment law attorney looking out for your best interests. I am attorney Carla D. Franklin. For nearly 30 years, I have represented employees in legal matters involving sexual harassment in Gainesville, Ocala and the surrounding areas of Florida.

Are You A Victim Of Sexual Harassment?

No one should have to work in a hostile work environment. If you have been sexually harassed at work, I can help you file a claim with the Equal Employment Opportunity Commission (EEOC). This must be done within 180 days of the last date of alleged harassment.

Even if your employer is investigating your accusations, you must file your claim within 180 days. To speak to me about your potential sexual harassment claim, call me

at 352-376-1384 or toll free at 866-895-8362.

Have You Been Accused Of Sexual Harassment?

The damage that wrongful accusations of sexual harassment can have is far-reaching. Even if you are able to beat the accusations, you could still be left with damage to your personal and professional reputation if your case is not handled swiftly and discreetly. I provide an aggressive defense against sexual harassment allegations, focusing on protecting the short- and long-term interests of employees who have been accused.

Disability Discrimination

As we age, our bodies just do not work like they used to; it is a fact of life. In many cases, a minor to moderate disability does not prevent someone from working, particularly when the economy is booming and jobs are plentiful. Unfortunately, many workers in their 50s are finding that when the economy struggles, they are discriminated against by employers who use a downturn as a reason to end their employment.

When it comes to issues of disability discrimination, the law can be very complex. In order for an employee to successfully take legal action against an employer, he or she must be able to provide evidence that his or her termination was a result of disability. This is where it is crucial to have an experienced attorney.

My name is Carla D. Franklin, and for nearly 30 years I have

devoted my Florida law practice to protecting the rights of employees in discrimination cases. You can rely on me to put my experience and resources on your side in order to move toward the best possible resolution.

Pursuing Claims Under The Americans With Disabilities Act (ADA)

The ADA requires employers to make reasonable accommodations in order to allow a disabled employee who is otherwise qualified for a position to perform his or her job duties. It also bars employees from being harassed in the workplace due to their disability.

If you are an employee seeking to initiate a disability claim, it is crucial to have an experienced Gainesville disability discrimination lawyer working to obtain, analyze and present all the facts related to your case. I have a thorough understanding of these issues and am prepared to assist employees in pursuing claims while providing one-on-one attention throughout every stage of the process.

Racial Discrimination

When dealing with racial discrimination in the workplace, the legal complexities can run extremely deep, making it imperative to have an experienced attorney representing your interests. Whether you are an employee initiating a racial discrimination case or an organization in need of defense representation, you can rely on me — attorney Carla D. Franklin — to work toward an optimal resolution.

For nearly 30 years, I have devoted my law practice in Florida to protecting the rights of employees in workplace discrimination

cases. I have a comprehensive knowledge of this domain of law and am prepared for anything that may happen in your case.

Violations Of Titles VI And VII Of The Civil Rights Act Of 1964

An organization may be in violation of these sections of the Civil Rights Act of 1964 if it:

- Terminates or refuses to hire an individual due to his or her race, ethnicity, color or national origin
- Limits employment opportunities or career opportunities due to race, ethnicity, color or national origin

The Act lays out very broad terms, which leaves much room for grey area. In many situations, employees who are being discriminated against due to race never find out about it, while employees who suspect discrimination have their achievement curtailed due to reasons that have nothing to do with discrimination. As your Gainesville racial discrimination attorney, I can help you uncover the facts of your case and make you aware of all your legal options.

Age Discrimination

As one generation of workers nears retirement in an age of lackluster economic growth, age discrimination is becoming the fastest growing type of discrimination lawsuit in the United States. In today's economy, workers in their 40s and 50s are leery of losing their jobs for wrongful reasons, and employers fear making legitimate personnel moves due to the possibility of litigation. How can you navigate this complex area of employment law? With

the help of an experienced Gainesville age discrimination lawyer. I am Carla D. Franklin, an attorney with nearly 30 years of employment law experience in Florida. I represent employees in discrimination cases and have a comprehensive knowledge of this domain of law. You can rely on me to obtain, analyze and present all facts related to the case to arrive at an optimal resolution.

The Age Discrimination In Employment Act Of 1967

To fill the gap left by Title VII of the Civil Rights Act of 1964, which did not cover age as a protected class, Congress passed this Act to prohibit employers from:

- Terminating or refusing to hire employees over 40 due to their age
- Offering unfair terms or conditions of employment to workers over 40
- Classifying workers over 40 in a way that would adversely affect their employment opportunities

The Act also protects individuals over the age of 40 from discrimination by employment agencies, which cannot fail or refuse to refer qualified workers due to their age.

As with any accusation of discrimination, it is important for the true facts of the matter to come to the surface. Just because someone is over 40 does not mean he or she was fired simply due to his or her age. Likewise, seemingly legitimate business actions should not be used as cover for removing employees due to their age. I understand the complexities of these claims and provide knowledgeable counsel to employees about their rights.

Experienced Representation For the Workplace

From my office in Gainesville, I represent employees in Ocala and the surrounding areas. Contact my firm today to arrange a consultation.