

DON'T RUN OUT OF TIME

Employment-Claim Deadline Quick Guide

Many employment claims have short, strict deadlines. This quick guide shows why acting fast — sometimes within 180 days — protects your rights.



Why deadlines matter so much

A deadline (sometimes called a statute of limitations, or an EEOC charge window) is the time limit to take action. If you miss it, even a strong claim can be lost forever. Deadlines vary a lot by the type of claim and by your state — so the safest move is to find out yours early.

Some discrimination and harassment claims require filing a charge with the EEOC within as little as 180 days (longer in some states). Wage claims and other claims have their own, different deadlines. Confirm yours with a licensed attorney.

General deadline ranges (confirm yours with an attorney)

Type of issue	Typical action	Why act early
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Discrimination / harassment	Often an EEOC charge first	Window can be as short as 180 days
Retaliation	Often tied to the underlying claim	Same short windows may apply
Unpaid wages / overtime	Wage claim (agency or court)	Back pay is often time-limited
Wrongful termination	Depends on the legal basis	Evidence and witnesses fade fast
Severance review	Before you sign	Once signed, rights may be waived

What to do now

- Write down the date the problem happened (or when you found out).
- Save documents and messages you already have lawful access to.
- Don't wait to 'see if it gets better' — the clock may already be running.
- Get matched with an attorney who can tell you your exact deadlines.

Next step: get matched, free, with a licensed employment attorney at workrightmatch.com/get-matched/.