

# Fired? Your Rights Checklist

If you were just let go, the first hours matter. Work through this checklist to protect your rights and your deadlines — then, if something feels wrong, get matched, free, with a licensed employment attorney.



## In the first 48 hours

- Stay calm and do **not** sign anything on the spot — you can ask for time to review.
- Write down what was said, who said it, and the exact date and time, while it's fresh.
- Ask for the reason for the firing in writing, if you can.
- Save any termination letter, email, or final notice.
- Do **not** delete messages, emails, or photos that relate to your work or your complaints.

## Records to keep (only what you already have lawful access to)

- Pay stubs and time records
- Performance reviews and any sudden negative reviews

- Disciplinary notices or write-ups
- Messages about complaints you made (harassment, pay, safety, discrimination)
- Messages about leave or accommodation requests
- Your employee handbook or policy pages
- Names and contact info for coworkers who saw what happened

## Watch your deadlines

**Employment claims have strict deadlines, and some are as short as 180 days from when the problem happened. Missing a deadline can permanently end your case. When in doubt, talk to an attorney sooner rather than later.**

## It may be illegal if you were fired because of...

- Your race, national origin, color, religion, sex, pregnancy, age (40+), or disability
- Reporting harassment, discrimination, unpaid wages, or unsafe conditions
- Taking protected leave (such as FMLA) or asking for a disability accommodation
- Whistleblowing about something illegal at work

**Next step: get matched, free, with a licensed employment attorney at [workrightmatch.com/get-matched/](https://workrightmatch.com/get-matched/). Many offer a free consultation and work on contingency — paid only if you recover money.**