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WYOMISSING-READING-BERKS COUNTY DISCRIMINATION ATTORNEY

Attorney Jana R. Barnett regularly represents clients with discrimination claims. Claims of discrimination may be brought under laws such as the United States Constitution, federal statutes, state statutes, and local ordinances. The laws prohibiting discrimination are particularly complicated, and difficult to summarize in layman's terminology.

Discrimination may be illegal if it is based characteristics such as gender, pregnancy, race/color, national origin, disability, age (over 40), and religion. People cannot be harassed because of these characteristics. The law also protects those who report illegal discrimination.

When determining whether someone has been treated differently *because of* a characteristic that cannot be considered legally, it is important to focus on what happened to the individual, and consider what happened to other individuals in the same group, as well as to individuals in different groups, under similar circumstances. It also is important to learn when the actions were taken, whether the employee had been warned about unsatisfactory performance, what standards existed for performance, whether consistent reasons were given for the employer's actions, when the employee first told a supervisor or other person that discrimination had occurred, and whether the employer looked into the employee's complaint.

Many laws require that complaints of discrimination be filed with the government before a lawsuit can be brought. If complaints are not filed by the legal deadline, no claim can be brought.

Memories fade. Therefore, it is important to keep documents, and make notes regarding not only what happened to the victim and others, but also how the discrimination affected the victim and, if the victim lost a job as a result of discrimination, what the victim did to find other work.

To read statutes and related materials, please visit www.janarbarnettesq.com

If you would like to speak with Attorney Jana R. Barnett about a discrimination claim, and learn how she can assist you, call her at 610-478-1860, or click here to send her an e-mail, and she will reply as quickly as possible.

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Attorney Jana R. Barnett's offices are located at 525 Kenhorst Boulevard, Reading, PA 19611 and 1238 Cleveland Avenue, Wyomissing, PA 19610-2102. Attorney Jana R. Barnett practices family law, employment law, and employment discrimination law in Reading, Wyomissing and the surrounding cities and towns, as well as in Berks County, Bucks County, Chester County, Delaware County, Lancaster County, Lehigh County, Montgomery County, Northampton County, Philadelphia County and in the United States District Court for the Eastern District of Pennsylvania and the United States District Court for the Middle District of Pennsylvania.