

## The More Things Change...

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When you do something for a long time, you start to see patterns. In employment law, one pattern is that the possible sources of employee-related liability only increase. For example, as our recent article from *InsideCounsel* discusses, employment law is continually adding "protected classes," groups of people who are protected by a discrimination law. But the other pattern that goes along with that trend is that the advice to employers about how to handle performance, discipline, and termination situations rarely changes – make mission-related business decisions and be able to articulate that you have. Do that well, and you will be best positioned to defend decisions involving employees. It is just that the stakes for not being able to do so keep going up.

You can check out the *InsideCounsel* article in its entirety by clicking on the link below.

*InsideCounsel* – “[Labor: In discrimination, protections increase but advice stays the same.](#)”

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