**Employment**

**Must an employer give employees a written contract?** No. Texas has “at will” employment. An employment contract is a rarity in Texas because employers do not like to hinder by contract their ability to fire an employee.

**For what reasons can an employee be fired?** No employee has an expectation for continued employment, and an employer has the right to fire any employee for any reason. The employee must show that the termination resulted from a statutory violation. Most statutory violations concern allegations of discrimination of some sort. Illegal discrimination occurs when an employer treats you differently because of your race, sex, religion, national origin, age, or because of a disability. You must be 40 years of age or older to have protection from age discrimination.

**Do these discrimination prohibitions apply to hiring as well?** Yes. An employer is prohibited from basing employment decisions on an applicant’s race, sex, religion, national origin, age, or because of a disability. If discrimination is suspected, an administrative complaint must be filed with the appropriate agency. The federal agency is the Equal Employment Opportunity Commission (EEOC). The EEOC works with the Fair Employment Practice Agencies (FEPAs). You must file your discrimination charge with the FEPA within 180 days of the wrongful conduct. These charges
raise claims under state and local laws prohibiting employment discrimination as well as the federal laws enforced by the Equal Employment Opportunity Commission.

*The Fair Employment Practice Agencies office in Texas is listed below:*

Texas Commission on Human Rights
P.O. Box 13006
6330 Highway 290 E, Suite 250
Austin, Texas 78723
Phone: 1-888-452-4778

Website: [http://www.twc.state.tx.us/customers/jsemp/jsempsubcrd.html](http://www.twc.state.tx.us/customers/jsemp/jsempsubcrd.html)