

## Involuntary Termination

Regardless of the circumstances, terminating an employee is one of the most difficult aspects of managing a business. As an employer, you are undoubtedly aware that dismissing an employee is not something to be taken lightly. Every effort should be made to work out your concerns before making the decision to terminate employment, as the time and costs involved in having to rehire and retrain can add up.

Effective employers realize the importance of preserving the self-respect and dignity of departing employees, while also ensuring that termination and dismissal must comply with legal obligations and be in the best interests of the business.

An employee who feels they have not been treated fairly could take legal action against the employer for wrongful dismissal or file a complaint with the Employment Standards Branch. In these circumstances, you may be compelled to respond in your own defence. However, it is generally a good idea to consult with an employment lawyer in these cases. The law in this area is constantly evolving, and your legal counsel can provide you with the most current advice on how to best respond and deal with your specific situation.

**Resource:** [Top 10 Dos and Don'ts in Planning an Employee Dismissal](#)  
[Just Cause or Without Cause](#)  
[Best Practices for Terminating Employees](#)