

McNICHOLAS & McNICHOLAS LLP

TRIAL ATTORNEYS - ADVOCATES - COUNSELORS



Laws That Protect and Save Those Who Protect and Save

What You Need to Know About Adverse Employment Action in California

For most discrimination or retaliation claims to be successful, an employee must establish that he or she was subjected to an “adverse employment action” by their employer. This means there was action taken against the employee that materially and adversely affected the terms, conditions, or privileges of the job. A single, minor, or trivial action that only angers or upsets an employee would not meet the test. [Learn more](#) about what it takes to prove an adverse employment action had a discriminatory or retaliatory motive.

Discrimination Within Police Departments: Law, Incidents and Impact

Differences in the treatment of employees always exist, but being treated differently because of your race, gender, disability, or other protected characteristics raises concerns that your rights may have been violated. This is known in the law as “differential treatment.” Differential treatment may, but does not always, equal illegal discrimination. Learn when differential treatment is evidence of unlawful discrimination or retaliation [here](#).

Some Results from 2022

\$4.3M Verdict

23-Year LAPD Veteran Suffered Disability Discrimination and Retaliation

After a two-week trial, McNicholas & McNicholas, LLP obtained a \$4.3 million jury verdict on behalf of a

\$3M Settlement

Six City of Los Angeles Firefighters Blew the Whistle on Unsafe LAFD Practices

We obtained a \$3 million settlement for six LAFD firefighters who alleged various acts of retaliation after they

veteran LAPD lieutenant officer who was subjected to disability discrimination and retaliation after suffering a severe back injury and undergoing a spinal fusion. [Learn More.](#) | [Read the LA Times story.](#)

disclosed what they believed to be legal violations and safety concerns. [Learn More.](#) | [Read the LA Times story.](#)

\$1.37M Settlement

Discrimination and Retaliation Lawsuit Against City of Los Angeles and LAPD

We obtained a \$1.37 million settlement on behalf of a LAPD officer who was retaliated against for reporting the discriminatory behavior she was subjected to due to her disability. [Learn more.](#)

\$1.3M Settlement

Discrimination and Retaliation Lawsuit Against City of Los Angeles and LAPD

We secured a \$1.3 million settlement on behalf of an LAPD Police Officer III after she suffered discrimination, sexual harassment and retaliation due to her gender by her Sergeant and other male officers. [Learn more.](#)

\$1M Settlement

Motorcycle Accident Victim

We obtained a \$1 million settlement on behalf of a motorcyclist who was seriously injured in a motorcycle accident. [Learn More.](#)

\$785.5K Settlement

Discrimination and Retaliation Lawsuit Against City of Los Angeles and LAPD

We obtained a \$785,500 settlement on behalf of a Sergeant with the Los Angeles Police Department after he was repeatedly subjected to racist and discriminatory remarks by another Sergeant. [Learn more.](#)

Recognition for Our Fierce Advocacy

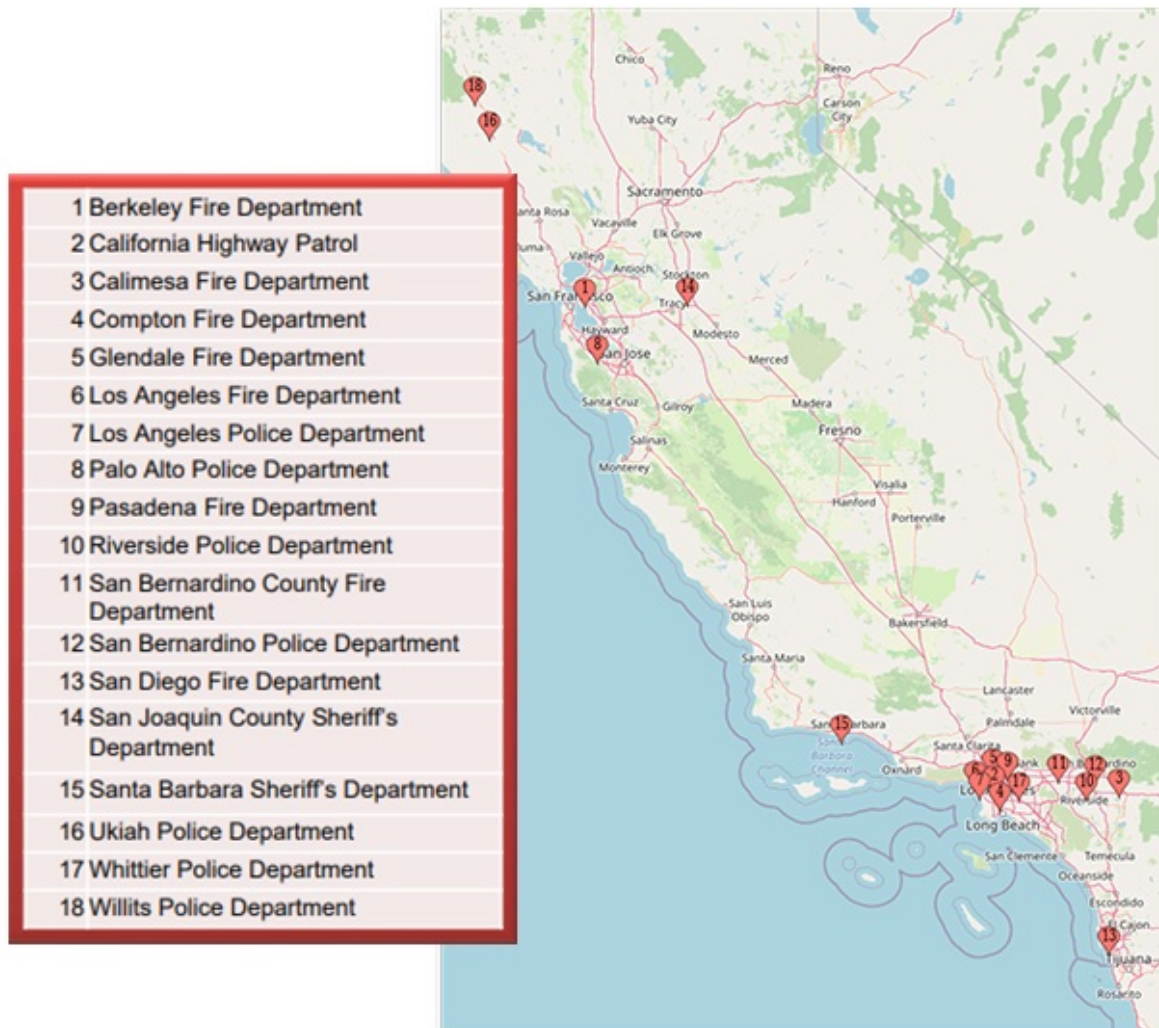
In the last three months alone, McNicholas & McNicholas, LLP's lawyers have been honored with multiple awards for their outstanding achievements in personal injury and employment law matters, the impact they have made on the law, and for holding agencies and companies responsible for wrongdoing.

- *Los Angeles Business Journal* Top 100 Lawyers (Matthew McNicholas) [Learn more.](#)
- *Los Angeles Times* Notable Personal Injury Lawyer (Patrick McNicholas) [Learn more.](#)
- *Daily Journal* Top Women Lawyers (Courtney McNicholas) [Learn more.](#)
- *Daily Journal* 2022 Top Plaintiff Lawyers (Matthew McNicholas and Patrick McNicholas) [Learn more.](#)

- *National Law Journal* Employment Law Trailblazers (Matthew McNicholas) [Learn more.](#)
- *Daily Journal* Labor & Employment Lawyers 2022 (Matthew McNicholas) [Learn more.](#)

Where We are Litigating on Behalf of Sworn

For more than three decades, McNicholas & McNicholas, LLP, has represented firefighters, police officers, sheriffs' deputies and other government agency members when their rights have been violated around the state. This map shows some of the locations where we have represented and currently represent such clients.



[Catastrophic Personal Injury](#) | [Employment](#) | [Civil Rights](#)
[Wrongful Death](#) | [Class Action](#) | [Sexual Abuse](#) | [Products Liability](#)

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