

Aimee Delaney Discusses Legal Implications of Firing an Employee for Expressing Their Personal Views in the Workplace

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Aimee Delaney, a Chicago-based partner and leader of the Labor & Employment Practice Group at Hinshaw & Culbertson LLP was quoted in an article titled “Can You Fire an Employee Because You Hate Their Views? It Depends,” published by *Fast Company*. The article discusses whether the personal views of an employee can be legal grounds for terminating employment.

The First Amendment protects workers against *government* action because of their beliefs, protected speech, and certain actions, Delaney says, but it doesn’t protect workers from many *employer* actions. Delaney cautions companies against firing people “willy-nilly,” but notes that doing nothing may be risky when an employee’s speech or actions start to affect the workplace. It’s important that the rules apply to everyone, Delaney adds: “an employer always has to be thinking about being consistent in its application [of workplace policies] so that it doesn’t wind up with a discrimination claim” arguing that the employer is “treating somebody different internally.”

Read “[Can You Fire an Employee Because You Hate Their Views? It Depends](#)” on the *Fast Company* website

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