

## Fired for One Mistake - Can a Toronto Employment Lawyer Help You Fight Back?

One small error at work can quickly cause panic among staff. Employees often worry about consequences when something goes wrong. Employees think that just one mistake will give their employers all the grounds to terminate their employment without providing any compensation.



However, the laws in Toronto set a high bar regarding for-cause termination of employment. There has to be a valid reason for terminating an employee without severance payment. Courts review every aspect of a case before deciding whether the employer's action was justified. At Monkhouse law, we support employees who have suffered from unjust termination.

### 1. What Is “For Cause”?

In for-cause terminations, it is implied that the employer claims that the employee has committed serious misconduct. Employers will attempt to avoid severance or termination payments when terminating an employee “for cause.” Ontario Courts take matters regarding a termination for cause seriously because it can affect the employee’s entire career.

A [Toronto Employment Lawyer](#) will examine the reasons why the employee was terminated “for cause.” Many employers use the term too quickly, even when the incident does not meet Ontario’s strict legal standard.

## **2. Single Incidents That Can Support For-Cause Termination**

Some single incidents can justify a termination of employment for cause if it severely violates the employer’s trust and workplace integrity. Such actions may include:

- Theft or fraud
- Workplace violence
- Harassment
- Major Dishonesty
- Misconduct
- Severe insubordination

Nevertheless, the court will always examine the overall employment history and position of the employee. Labour Lawyer Toronto investigate whether the employer acted reasonably before ending employment.

## **3. Most Errors Do Not Meet the Requirements for For-Cause Termination**

Most mistakes made at work are due to stress, lack of communication, or inadequate training. A small mistake is unlikely to break the entire employment relationship.

Some reasons courts may not accept as a for-cause termination include:

- Failing to meet deadlines.
- Violating minor policies.
- First-time underperformance.
- Accidentally committing mistakes.
- Making bad judgments in a stressful situation.

In all these cases, the employer must pay severance when firing an employee. A Toronto Employment Lawyer will guide you through your wrongful dismissal claim.

## **How Monkhouse law Benefits Employees**

Monkhouse law assists employees in combating cause allegations throughout Toronto. The company analyses work records, company policies, emails, and disciplinary actions to establish whether there is any legal wrongdoing on the employer's side.

A competent Labour Lawyer Toronto will find potential human rights violations associated with your dismissal. Occasionally, employers do not consider an employee's illness, psychological issues, or personal problems before issuing disciplinary action.

If you were terminated from employment for cause based on just one offence, refrain from signing anything right away. An employer must still prove that there was serious wrongdoing done by you as an employee. Contacting an employment lawyer will assist you in protecting yourself. Most Errors Do Not Meet the Requirements for For-Cause Termination

### **For More Information**

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