

**10-E | WHAT COULD MY EMPLOYER DO TO DENY MY ALLEGATIONS, AND HOW DO I RESPOND TO THEIR DENIALS?**

Once you establish your case, your employer must state a legitimate, non-discriminatory reason for your discharge. You must then prove that the discriminatory reason was a significant or motivating factor in your employer's decision.<sup>71</sup>

*(unknown authors)*

**Footnotes**

<sup>71</sup>Id. at 1412.

