



# North Carolina Bathroom Law Narrows Wrongful Termination Claims

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The article, “North Carolina Bathroom Law Narrows Wrongful Termination Claims,” featured in *The Wall Street Journal*, discussed the widespread attention gained from North Carolina’s new law that requires transgender people to use the bathroom of the gender listed on their birth certificates.

Howard Mavity weighed in on the new law.

Howard said the new law “almost makes it impossible” to bring a state law discrimination claim anymore, and takes away the chance to get a more favorable ruling from a state judge than one may expect in federal court. “It’s a lot more likely you’ll get home cooking in state court than federal court,” said Howard.

What remains unclear is whether the entire law would be scrapped if a lawsuit challenging the bathroom provision portion of the law is successful, or whether only the part of the law that is challenged would be rescinded, said Howard. “I don’t think that on its face it actually violates any law for them to take away the state remedy,” he said. “It will be interesting to see if the law survives.”

To read the full article, please visit [Wall Street Journal](#).

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**Howard A. Mavity**

Partner

404.240.4204

Email

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Charlotte