**EL Study Aid #11: Types of Termination**

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| **Type of Termination** | **Description** |
| Resignation | Voluntary termination by the employee. |
| Job Abandonment | Voluntary termination- Employee ceases to come to work. |
| Retirement | Voluntary termination- Employee retires after years of service. |
| Constructive Discharge | Voluntary termination- The employment environment has become too unbearable to work in. |
| Layoffs | Involuntary termination- Temporary or permanent reduction in force. |
| Discriminatory Termination | Involuntary termination- terminating an employee for an illegal reason based on a protected category. |
| Retaliatory Termination | Involuntary termination- terminating and employee for reporting an illegal activity. |
| End of a contract | Mutual end of working relationship upon termination of a contract. |

**Relevant Laws**

1. Age Discrimination in Employment Act of 1967 (ADEA)
2. Occupational Safety and Health Act (OSHA) of 1970
3. Older Workers Benefit Protection Act of 1990
4. Worker Adjustment and Retraining Notification (WARN) Act of 1988