Small employers are sued every day by prospective, current and former employees – for discrimination, harassment, wrongful termination and more. These claims involve restaurants, retailers, medical offices, contractors and other businesses who also thought they would never be sued by an employee.

We can help protect you at an affordable premium with Employment Practices Liability Insurance – before a lawsuit happens.

**Employment Lawsuit Examples:**

**Contractor – Disability Discrimination: $74,000**

An employee for a building contractor suffered from diabetes and needed breaks to take insulin shots. He requested an accommodation from his boss, who denied permission. The illness worsened, causing the employee to miss several days of work. The contractor fired him for excessive absences, and the worker sued for violations of the Americans with Disabilities Act. The lawsuit settled for $74,000.

**Restaurant – Sexual Harassment: $25,000**

A franchisee fired two restaurant employees who complained about sexual harassment by male kitchen workers.

**Machine Shop – Pregnancy Discrimination: $35,000**

An office worker informed the president that she was pregnant. One month later she was fired and was told that her medical condition prevented attendance and performance of duties. The EEOC filed suit on her behalf and settled the lawsuit for $35,000.
More Employment Lawsuits

Retailer – Age Discrimination: $40,000
A co-manager of a women’s apparel shop complained about disparate treatment on the job, allegedly due to her age. She was ultimately terminated. The EEOC filed suit on her behalf, and the retailer later settled the charges for $40,000.

Contractor – Religious Discrimination and Retaliation: $75,000
An electrician was denied time to attend religious services and fired after he complained.

Habitational – Retaliation: $79,000
Property manager fired administrative assistant for complaining about unfair treatment of Hispanic residents.

Supplier – Retaliation: $87,200
After several years of employment, the supplier’s contract manager complained about race and gender discrimination. She was terminated the following day. The EEOC filed suit and reached a $87,200 settlement with the company.

Non-Profit – Race Discrimination: $105,000
A non-profit employer settled complaints involving racial slurs against an employee.

Inn – Age and Disability Discrimination: $250,000
A 62-year-old housekeeper was terminated after cancer treatments so her employer could save money on health insurance.

Note: All verdicts and settlements reported here were found in LexisNexis or the EEOC website.