



# Why you need Employment Practices Liability Insurance

Workers file lawsuits against employers every day. More than 1/3 of employee claims are made against small businesses.<sup>1</sup> When that happens, a business owner needs help. This is why you need Employment Practices Liability insurance (EPLI).



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is on your side

## Bad Things Do Happen

Employers of all types and sizes are sued by employees. Jury awards and out-of-court settlements can run into hundreds of thousands of dollars. Add legal fees and management attention, and the total cost can be staggering.

**Most business policies do not cover employment suits.** EPLI could help protect you from the financial consequences of an employment lawsuit.

Your company may feel like a family, and it is hard to think of anyone filing a complaint. But over 100,000 administrative actions were filed with federal and state regulators in recent years. An additional number went directly to court.

**Companies with even one employee may be subject to liability under some federal and state laws.** By the time you reach 20 employees, most significant discrimination laws apply to you.<sup>2</sup>

Federal and State of Ohio Laws*	
# Employees	Applicable Statute
1 or more	<ul style="list-style-type: none"><li>&gt; Equal Pay Act</li><li>&gt; Uniformed Services Employment &amp; Reemployment Rights Act</li><li>&gt; Employee Polygraph Protection Act</li></ul>
15 or more	<ul style="list-style-type: none"><li>&gt; Civil Rights Act (Title VII)</li><li>&gt; Americans with Disabilities Act</li><li>&gt; Pregnancy Discrimination Act</li><li>&gt; Genetic Discrimination Act</li></ul>
20 or more	<ul style="list-style-type: none"><li>&gt; Age Discrimination Act</li></ul>
50 or more	<ul style="list-style-type: none"><li>&gt; Family and Medical Leave Act</li></ul>

Many state laws contain lower size thresholds. There is no minimum size employer for common law actions such as defamation and invasion of privacy.

\* partial listing

## Small employers can be sued, too.

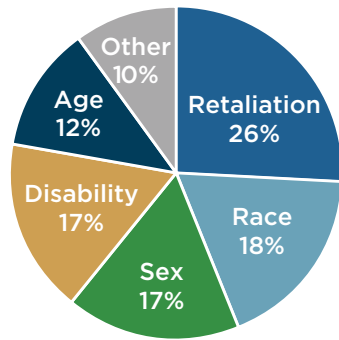
### Examples of EPLI claims include:<sup>3</sup>

- > Male worker in building materials supply company claimed sexual harassment after rejecting advances of female supervisor.  
**Plaintiff Verdict: \$50,112**
- > Retailer prohibited employee from using wheelchair on the job, and subsequently fired him.  
**Plaintiff Settlement: \$35,000**
- > Graphics company sued for retaliatory discharge of employee who testified on behalf of a co-worker.  
**Plaintiff Verdict: \$255,000**
- > Contractor/Concrete supplier terminated 76-year-old employee who alleged age discrimination.  
**Plaintiff Verdict: \$77,000**
- > Restaurant server, fired immediately after reporting her pregnancy, sued for pregnancy discrimination.  
**Plaintiff Settlement: \$30,000**

## EPLI protects employers from many claims.

EPL insurance provides financial protection from a variety of employment lawsuits and complaints – from discrimination and retaliation to sexual harassment. It can protect you from administrative actions filed for wrongful discharge, defamation, invasion of privacy and other wrongful employment acts.

### EEOC Discrimination Complaints<sup>4</sup>



EPL insurance also covers defense costs. We can connect you with attorneys experienced in employment law. They focus on your defense so you can focus on your business.

Can any of these things happen to your company?



<sup>1</sup> EEOC charge statistics at [www.eeoc.gov](http://www.eeoc.gov).

<sup>2</sup> Gen Re's Employment Practices Liability Jurisdictional Survey, prepared by Jackson Lewis LLP, 2015.

<sup>3</sup> Jury verdicts are from Jury Verdict Research, an LRP Publication Company, Horsham, Pennsylvania.

<sup>4</sup> EEOC charge statistics at [www.eeoc.gov](http://www.eeoc.gov).

## Are you prepared?

If you want to learn more about Employment Practices Liability Insurance, or if you just want to discuss the kinds of claims that companies like yours experience, contact your insurance agent.



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